STATE OF MISSOURI
JOINT COMMITTEE ON
PUBLIC EMPLOYEE RETIREMENT
CLAIRE M. WEST, EXECUTIVE DIRECTOR

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January, 2006

Dear Colleague:

The Joint Committee on Public Employee Retirement (JCPER) respectfully submits its Annual Report for plan year 2004. We hope the information contained in this report is helpful in assessing the financial condition of Missouri's public pension plans.

The majority of plans in Missouri are in good condition, funded at an aggregate level of 83.5%. Benefit payments of $2.4 billion maintained the retirement security of our public employees in 2004. These benefits have become a vital part of Missouri's economy resulting in increasing tax revenue for state programs.

The positive market performance in 2004 resulted in increased funding levels and stabilization of contribution rates previously impacted by the decline in equity markets and benefit improvements made over the last decade. However, state and local subdivisions continue to face fiscal constraints affecting the total fringe benefit package. The JCPER will continue to monitor plan experience and address funding policies to ensure the preservation of Missouri's public pension plans.

Sincerely,

Representative Todd Smith
Chairman

JOINT COMMITTEE ON PUBLIC EMPLOYEE RETIREMENT

93RD GENERAL ASSEMBLY
2ND REGULAR SESSION

HOUSE MEMBERS

- TODD SMITH, CHAIRMAN
- MICHAEL DAUS
- WARD FRANZ
- ESTHER HAYWOOD
- SCOTT RUPP
- PATRICIA YAEGER

SENATE MEMBERS

- CHUCK GROSS, VICE CHAIRMAN
- MAIDA COLEMAN
- JASON CROWELL
- TIMOTHY P. GREEN
- HARRY KENNEDY
- DELBERT SCOTT

STAFF

CLAIRE M. WEST, EXECUTIVE DIRECTOR
RONDA STEGMANN, PENSION ANALYST
LISA ETTER, ADMINISTRATIVE ASSISTANT

FOREWARD

This 2006 Annual Report by the Joint Committee on Public Employee Retirement contains statistical and analytical data pertaining to the 118 public employee retirement plans within the State of Missouri.

In measuring the funding status and progress for each individual plan, the assets are stated using market value, or a "smoothed" market value and the liabilities are stated using the Actuarial Accrued Liability in compliance with the reporting requirements of Statement 25 of the Governmental Accounting Standards Board. The data obtained from the surveys, actuarial valuations and financial statements is based on Plan Year 2004 information and there have been significant changes in the statistical data since the last reporting date and the printing of this report.

The Joint Committee members and staff would like to thank each individual plan for their adherence to the statutes regarding reporting and their cooperation with the committee staff.

The Joint Committee members and staff would also like to express appreciation to the following staff offices for assistance in compiling this report:

SENATE INFORMATION SYSTEMS

SENATE COMMUNICATIONS

SENATE PRINTING

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BACKGROUND

In response to growing concern about the fiscal integrity of Missouri's public employee retirement systems (PERS) in 1983 the First Regular Session of the 82nd General Assembly passed legislation creating a permanent pension review and oversight body, the Joint Committee on Public Employee Retirement (JCPER) consisting of six Senators appointed by the President Pro Tem and six members of House of Representatives, appointed by the Speaker. Prior to the creation of the committee there was no centralized reporting agency concerning these plans for the purpose of gathering, analyzing and recording information. The JCPER is governed by provisions in Chapter 21 and 105 of the Revised Statutes of Missouri (RSMo). These statutes require:

Chapter 21, the committee shall:

(1) Make a continuing study and analysis of all state and local government retirement systems;

(2) Devise a standard reporting system to obtain data on each public employee retirement system that will provide information on each system's financial and actuarial status at least biennially;

(3) Determine from its study and analysis the need for changes in statutory law;

(4) Make any other recommendations to the General Assembly necessary to provide adequate retirement benefits to state and local government employees within the ability of taxpayers to support their future costs.

Chapter 105, public retirement plans:

(1) Are to be held in trust and shall not be co-mingled with any other funds,

(2) Are considered fiduciaries and may invest according to prudent person provisions,

(3) Must submit to the JCPER an actuarial cost statement for proposed changes to a plan,

(4) Must submit to the JCPER a comprehensive annual financial report within 6 months of a plan's fiscal year end,

(5) May participate in cooperative agreements providing portability of public employee benefits,

(6) Shall have an actuarial valuation performed (at least biennially) in compliance with the recommended standards of the Governmental Accounting Standards Board (GASB).

(7) Shall file proposed rules with the JCPER. Plans not required to file rules with the Secretary of State's office shall submit any proposed rule with the JCPER within 10 days of adoption.

ACTIVITIES

The following is a brief summary of the activities of the Joint Committee on Public Employee Retirement in 2005:

Analysis and Maintenance of Database Information The Joint Committee on Public Employee Retirement (JCPER) maintains vast amounts of financial data and other information required from Missouri's 118 public employee retirement systems. The information accumulated includes such important information as benefit levels, assets, liabilities, membership, investment allocation, advisors, custodial and broker fees. Surveys are completed and returned by the PERS on an annual basis. This information, along with the actuarial valuations and financial statements, is reviewed and analyzed by the JCPER staff. The appendix of this report contains the summarized information for the individual PERS. The policy of the JCPER in evaluating a plan is to compare the progress or lack of progress of the individual plan year from one year to the next.

The survey is designed to be in compliance with the reporting requirements of Statement 25 of the Governmental Accounting Standards Board (GASB Statement No. 25). Liability numbers are reported using the Actuarial Accrued Liability (AAL) and assets are reported at market value or a smoothed market value known as the actuarial value. If it appears that a plan's financial stability may be questionable, the JCPER contacts the plan to request additional information and conducts further review and analysis which is presented to the Committee.

Assistance to the General Assembly The committee staff monitored the progress of 73 retirement related bills as they moved through the legislative process in the 2005 session of the Missouri General Assembly. Nine of these bills passed and were signed into law. In total, eight pension systems were affected by the passage of these laws. Eleven bills required actuarial cost statements which were received and filed appropriately. The JCPER staff continues to provide assistance to members of the General Assembly and legislative staff.

Assistance to Local PERS Since the creation of the JCPER, the staff has provided assistance to PERS throughout the state. The committee feels that this is one of our most important roles. The staff also provides plan comparisons and analysis to the local political subdivisions. In 2005, 10 plans implemented benefit modifications which are discussed further in this report.

Assistance to Resource Groups An aging workforce along with budget and funding constraints are issues most states are currently facing. The JCPER staff continues to serve as a resource for benefit information. The staff has provided resource information to the Missouri State Government Review Commission, the State Retirement Consolidation Commission, the Ad Hoc Task Force on Total Compensation, the Public Safety Retirement Advisory Commission, the State Retirement Advisory Commission and the Missouri Commission on Total Compensation. The JCPER continues in its commitment to promoting awareness and education in the area of public employee benefit issues.

Internet Access Information regarding the JCPER is also available via our internet website, *www.jcper.org.* Maintained by the Senate Information Systems staff, the website provides access to information regarding the JCPER committee members, statutes governing the JCPER, current state retirement legislation being monitored by the JCPER staff, and the published Annual Report.

MISSOURI'S PUBLIC EMPLOYEE RETIREMENT SYSTEMS

As of December 2005, there were 118 government entities in the state of Missouri providing retirement benefits. The following is a distribution of Missouri's PERS indicating the number of active, retired (non-active) members and assets by category for plan year 2004:

PERS	Total	Members		Assets
		Active	Non-Active	(In Thousands)
Municipalities	51	18,142	15,640	$3,858,182
Fire Protection Districts	30	1,360	271	202,180
Hospitals & Health Centers	8	2,946	830	113,639
Statewide	8	108,819	61,702	10,324,805
Transit Authorities	6	2,458	2,399	172,472
Public Schools & Universities	5	147,017	98,500	27,869,649
Counties	3	5,592	4,429	494,969
Public Libraries	1	370	257	27,639
Drainage & Levee Districts	1	10	0	240
Public Water Supply Districts	3	46	3	2,786
Sewer Districts	1	808	680	149,053
Other	1	13	4	2,469
Total	**118**	**287,581**	**184,715**	**$43,218,088**

A complete list of the individual PERS is contained in the appendix of this report.

There are two common types of public sector retirement plans. The first of these is the "defined contribution" plan in which benefits are based on the amount accumulated in an individual's account at the time of termination. The benefit paid to a member from this type of plan would depend solely upon: 1) the contributions made by the employer and/or member, and 2) any income earned on these investments. Because of the design, no liability in a defined contribution plan typically exists above that of the assets accumulated with the employee bearing any risk; for that reason, this type of plan is popular in the private sector and has gained some ground in the public sector.

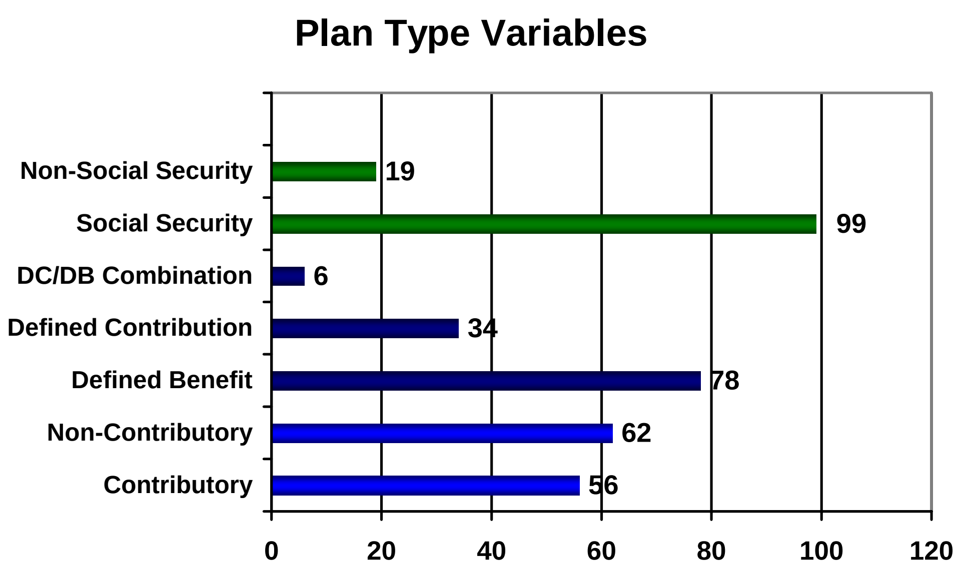
The benefit plan prevalent in the public sector is the "defined benefit" plan. In a defined benefit plan, the benefit is normally calculated on a certain percentage (varying from 1.5% to 2.5%) of final average compensation (typically 3-5 years) for each year of creditable service. Eighty-eight (88%) percent of Missouri's state and local government employees are covered under a defined benefit plan. Some public safety plans provide a percentage of a given career position (one-half of the pay of the highest rank attained) or a flat dollar amount for each year of service ($20 per month for each year of service). To compensate for non-Social Security status, these plans typically have a higher benefit formula as well.

Although the numbers are not significant, Missouri's defined contribution plans have increased from 27 in 1990 to 34 in 2004. As the chart below indicates, Missouri's public employers remain committed to providing a defined benefit with 78 plans. There are six plans offering a combined defined benefit/defined contribution plan. These plans include Cedar Hill FPD, Creve Coeur FPD, Creve Coeur Employees, Florissant Employees, Mid-County FPD and Monarch FPD.

PERS are also characterized by two additional plan variables. The first is whether the retirement plan is "contributory" or "non-contributory." Contributory plans are those in which the employee makes contributions to the retirement plan in addition to contributions by the employer; non-contributory plans are those in which the employee does not make such contributions.

Another variable is participation in Social Security. While the vast majority of political subdivisions participate, certain employee groups, teachers and public safety personnel, opted out of Social Security participation in 1956. There are currently 19 non-Social Security covered plans comprising 79,531 active and 40,212 retired members. Due to non-Social Security coverage, these plans provide a higher benefit formula and most often have earlier age and service requirements.

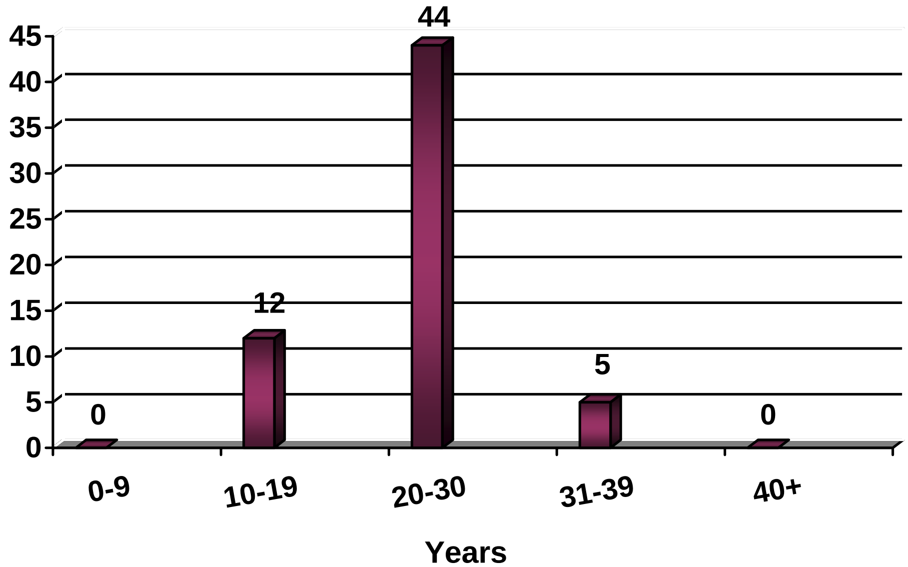
A breakdown of the 3 plan variables for the 118 plans is displayed in the graph below.



Under a defined benefit plan structure, unfunded liabilities are incurred when a PERS provides for benefit enhancements. These unfunded liabilities must be funded or "amortized" into the future. Benefit enhancements were implemented throughout the 1990's as plan assets increased in correlation with the equity markets. These enhancements have had a significant impact on plan liabilities.

With this increase in plan liabilities, JCPER staff has been monitoring the amortization periods. Increased amortization periods along with other factors have the effect of increasing the overall costs of benefits impacting future taxpayers and participants.

Past Service Liabilities Amortization



Effective June 15, 2006, the Governmental Accounting Standards Board (GASB) requires, through Statements 25 and 27, a reduction in the maximum period for amortization of unfunded liabilities from 40 to 30 years. As the deadline approaches, most of Missouri's public plans have positioned to a 30-year amortization period. As indicated in the above chart, 5 plans utilized a period in excess of 30 years in 2004 with the majority compliant by 2006.

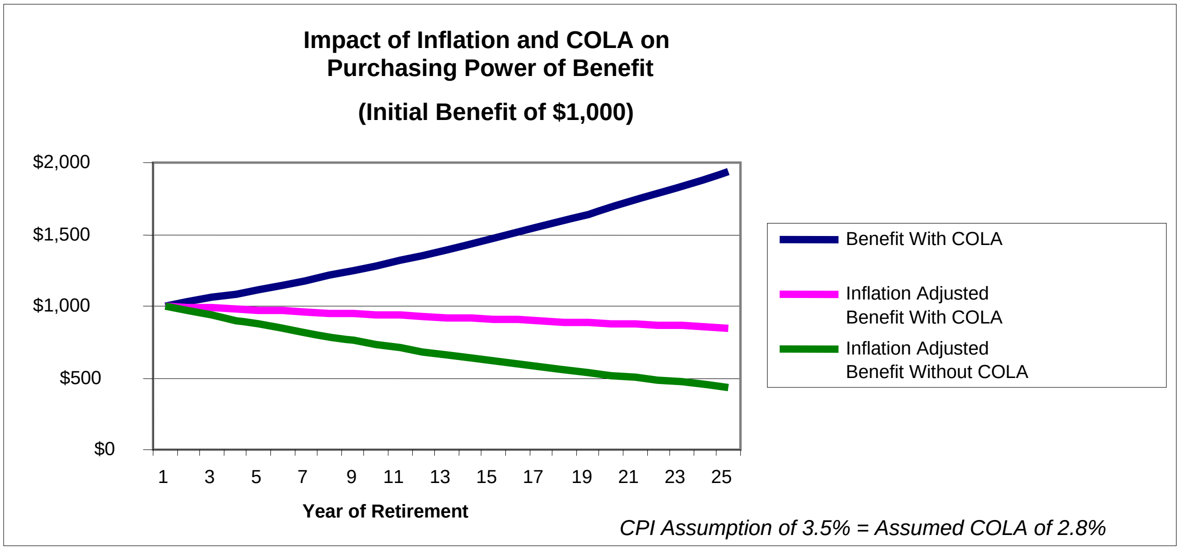
While Missouri PERS may be seeing a trend toward longer amortization periods, there is reasonable assurance that GASB 25 and 27 Statement standards have provided a "ceiling" to the length of these periods. As recommended in last year's report, the JCPER will continue to advocate that Missouri's PERS not pursue amortization periods greater than the GASB recommended limit of 30 years.

POST-EMPLOYMENT COST OF LIVING ADJUSTMENTS

Most large public sector plans provide protection against inflation by providing cost-of-living adjustments (COLAs). A COLA is almost exclusive to defined benefit plans. Benefits are adjusted by either a fixed rate or a pre-defined amount usually tied to the consumer price index. Of the 39 fixed rate or pre-defined COLA plans, 21 have a cap ranging from 20% to 80% which is tied to the member's original benefit.

A COLA is the most costly benefit enhancement to add to a benefit program. As a result, some plans provide sporadic "ad hoc" increases dependent on the fiscal health of the system. Currently, there are 8 plans providing ad hoc COLAs.

The chart on the following page highlights the impact of inflation on the future purchasing power of a benefit. As depicted, keeping pace with inflation is difficult even with a COLA. Without a COLA, a benefit decreases by 50% in approximately 20 years.



Another key indicator of the protection provided by cost-of-living adjustments is provided by the U.S. Census Bureau 2004 report of *Income, Poverty and Health Insurance Coverage in the United States*. While the total poverty rate had increased, the only category that decreased was seniors aged 65 and older. It was noted this was due to the COLA increases provided by Social Security and Medicare. Despite the decrease, 3.5 million seniors remain in poverty.

DEFERRED RETIREMENT OPTION / PARTIAL LUMP SUM OPTION PLANS

In the 1980's, in an effort to retain long-term experienced employees, public sector employers adopted an optional form of benefits known as Deferred Retirement Option Plans (DROPs). Similar options, known as Partial Lump Sum Option Plans (PLOPs) were later adopted as well.

DROP This plan provides two options, 1) Forward DROP and 2) BackDROP. In both instances, an employee elects a specified time period beyond normal retirement eligibility to receive a portion of the retirement benefit in a lump sum payment. With a Forward DROP, the employee selects to participate in the DROP prior to actual participation. In a BackDROP, the employee can elect participation after the period is completed. Normally, any service credit or salary increases experienced during the DROP period are not used in the retirement annuity calculation.

PLOP This plan is similarly designed as the DROP in that an employee receives a lump sum distribution for a portion of their annuity depending on the number of years worked beyond normal retirement eligibility. A notable exception is that a PLOP allows service accrued during the PLOP period and any salary increases to be used in the calculation of the retirement annuity. The employee's annuity is usually actuarially reduced as a result of participation.

These options have provided retention of a skilled workforce and given employees the flexibility of enhancing their long-term retirement goals. Thirteen public plans in Missouri offering some version of a DROP or PLOP to their members. Benefit options providing cost neutrality may increase as membership age rises and retention of experienced employees becomes a priority.

Lump Sum Options and its Effect on Plan Assets

Unlike DROPs and PLOPs, lump sum options allow participants to take 100% of their benefits in a single lump sum payment upon retirement. While fairly common in the private sector, lump sum distributions are limited to a few public safety plans in Missouri.

When properly funded, lump sum options are not inherently good or bad. That is, in an adequately funded plan, a decrease in plan liability is directly correlated to the cash payout. There are occasions, however, in which lump sum distributions may be detrimental to the economic health of a plan:

> -The discount rate used to determine the cash out amount is less than the interest rate used to fund benefits. The loss can be avoided if the lump sum settlement rate is explicitly recognized in the valuation.
>
> -In a mature plan which is only partially funded, lump sum distributions may deplete plan assets and further impact its underfunded status.

Down markets combined with lump sum cash outs and limited funding sources tend to further exacerbate the issues noted above. As a result, plans with lump sum options must be closely monitored to ensure assets do not deteriorate to the point that promised benefits are jeopardized.

Membership

Nationwide there are approximately 2,659 state & local government pension plans with over $2.66 trillion in assets as of 2004. This equates to approximately 6 million retirees and beneficiaries receiving $130 billion in benefits annually. Like most systems, membership in Missouri's PERS continues to grow. For the first time in 22 years of collecting Missouri's public plan data, a decrease in active membership was reported. Active membership decreased by 2,347 in 2004 for a total of 287,581. Inactive membership experienced increase of 6% to 184,715. The 2004 total payroll reported to the JCPER reached $10.1 billion from $9.96 billion in 2003. Total benefits paid by Missouri's public plans increased 9% from the previous year to $2.24 billion.

U.S. Census data indicates that the percent of the general population over the age of 65 in Missouri is 13.5%, ranking it 12th in the nation. Census data also shows that Missouri's median population age is 37.0 years (18th highest in the nation) while the median age of the U.S. population is 35.3 years. These statistics suggest that Missouri has a greater number of state residents over the age of 65, home to a workforce which is slightly older than the national average. Missouri may be more profoundly affected by the impacts of an aging population than most states as retirement benefits increase dramatically as the Baby Boomers retire.

In addition to U.S. Census information, data from the U.S. Department of Labor, Bureau of Labor Statistics (BLS), suggests that the number of state and local government employees being added to Missouri's PERS is slowing. Specifically, data from the BLS indicates that the total number of state government workers in Missouri declined for the first time in more than 10 years in 2002. While the total number of state government workers subsequently rebounded in 2003 and 2004, the total number of local government workers decreased in 2003 and 2004.

What direction state and local government employee growth will take in the years ahead remains uncertain. As illustrated in the 10 year table of plan membership below, the retiree/inactive group (which include retirees, survivors, disabled members and members who have deferred their retirement benefits) increased in size in 2004. However, for the first time in JCPER reporting, the active employee growth was negative decreasing by 2,300, while the number of retirees increasing by more than 11,000.

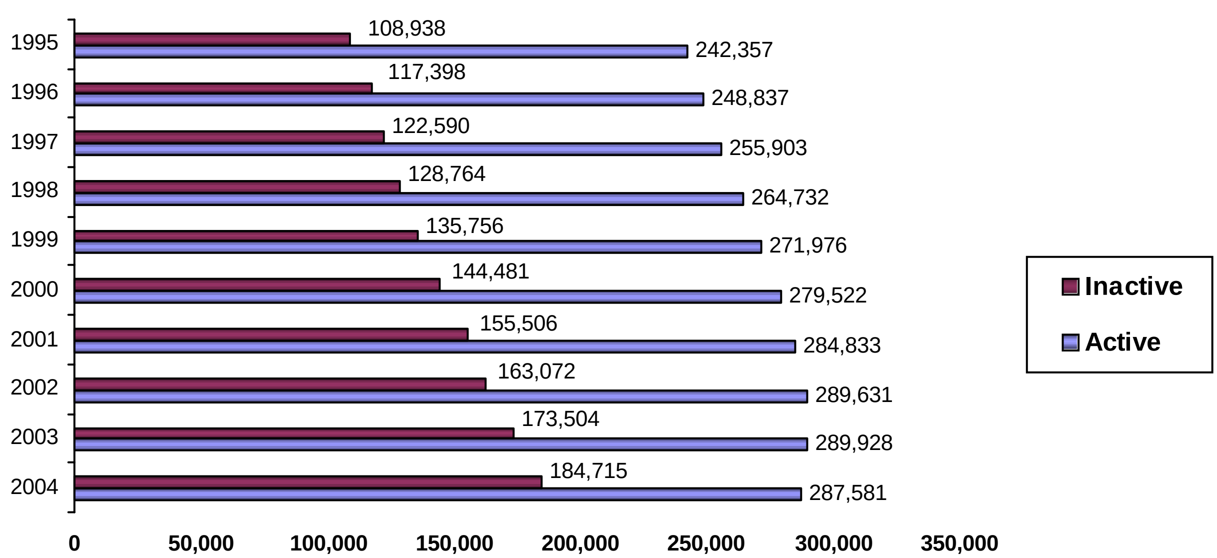
It is generally accepted that these trends in active and retiree membership will continue in the future. While retiree membership growth has increased, the number of employees qualified to retire choosing to remain employed continues to grow. There are several factors impacting the retirement decision:

1) Double digit inflationary costs have affected retiree health care premiums. Many workers who qualify for retirement benefits have elected to remain employed to retain the lower costs of active employee rates.

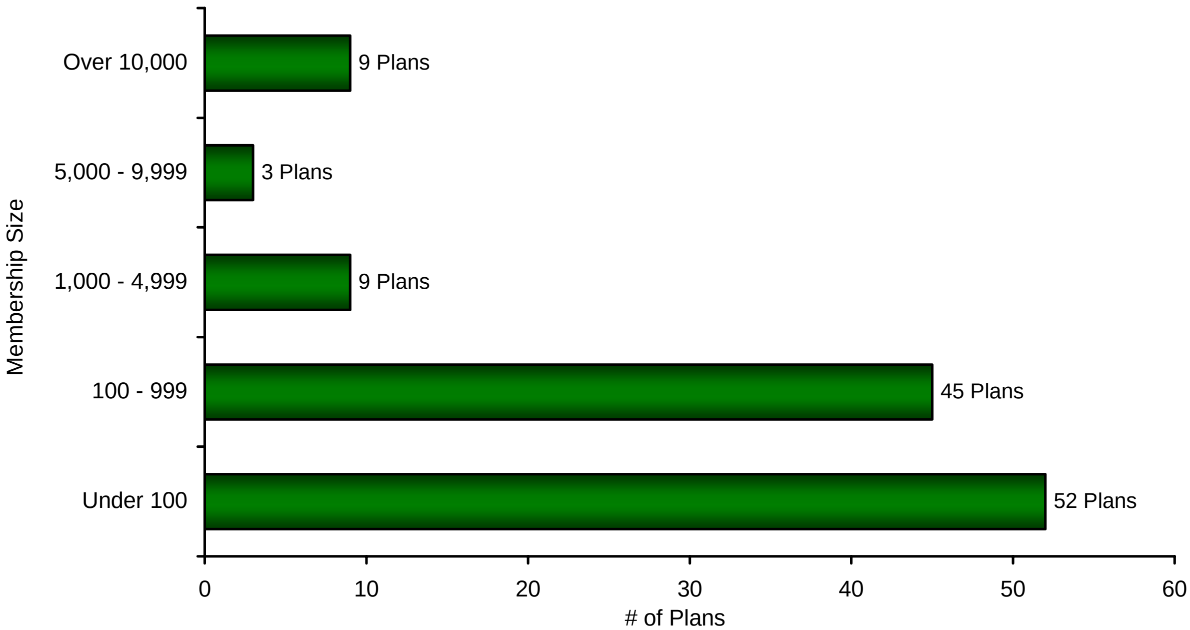
2) Although retirement savings vehicles such as 401(k) and 457 plans have recovered losses, personal savings rates dipped into negative status in 2005 for the first time since 1933. Many individuals continue in the workforce in an effort to replenish these alternative savings vehicles.

3) The various retirement benefit options such as Partial Lump Sum Option Plans (PLOPS) and Deferred Retirement Option Plans (DROPS) have retained eligible membership. As these initial periods phase out, employees joining the retiree ranks further widen the gap between actives and retirees.

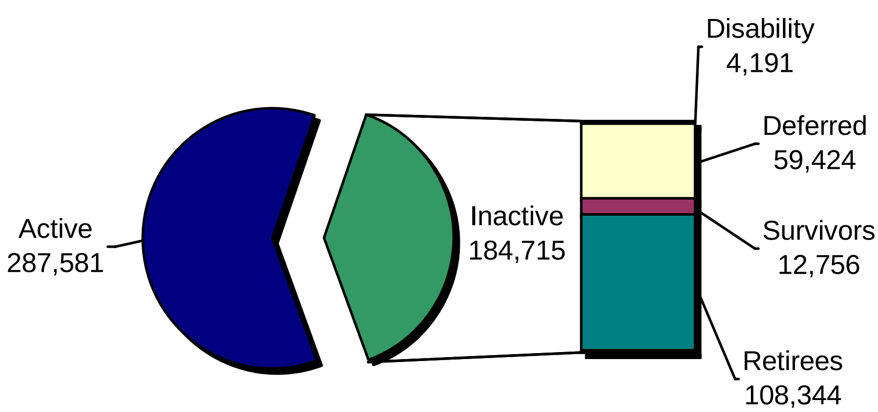
MEMBERSHIP CHANGES
1995-2004



Membership by Plan Size

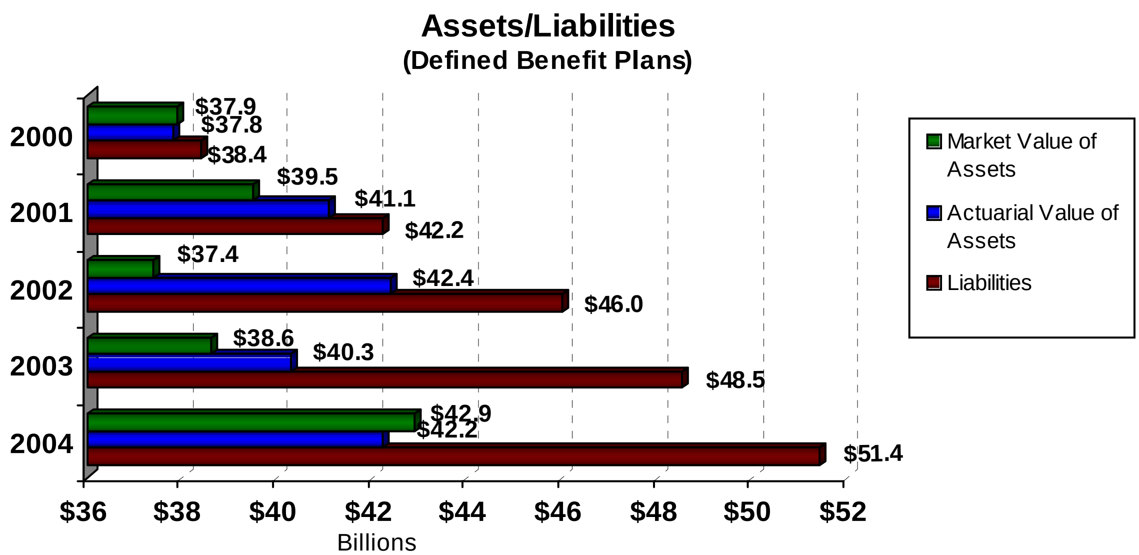


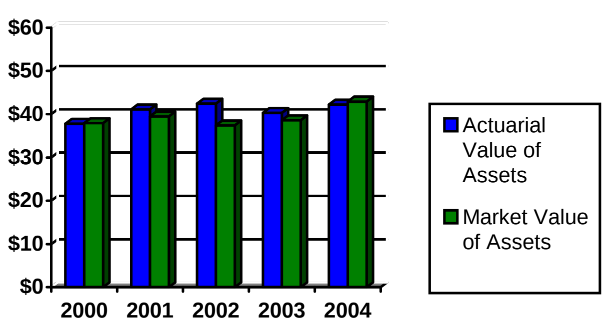
Membership by Type

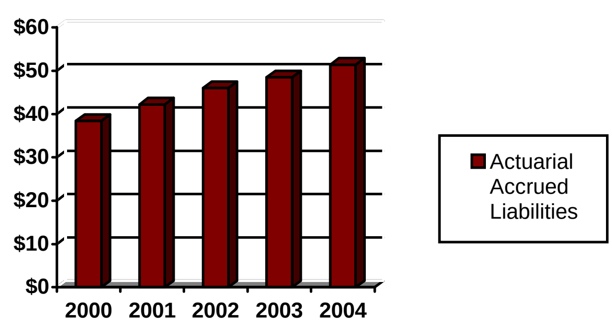


FUNDING OF MISSOURI'S PERS

In determining the fiscal stability of Missouri's PERS, the JCPER monitors the assets, funding levels and other financial data over a number of years to establish a trend. The charts below provide asset and liability trend data over the five year period from 2000 to 2004. While the liability stream has risen considerably during this period, asset values have lagged behind considerably. The end result has been increasing contribution payments. The positive investment experience has alleviated the ascending pressure on contribution rates.







2004 TRENDS

ACTUARIAL VALUES

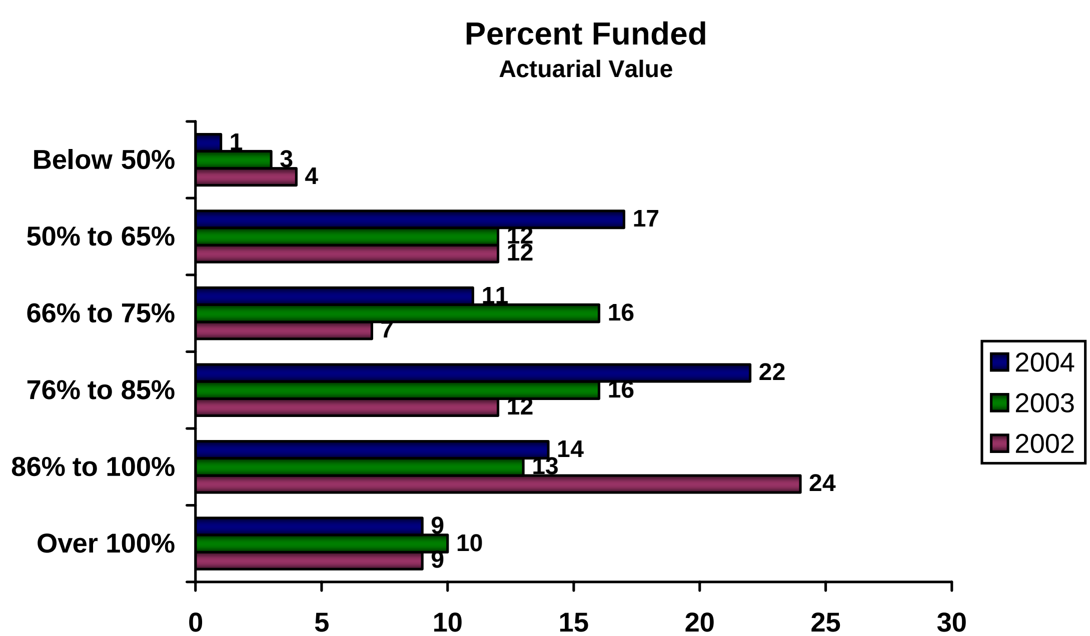
Two measures are used to assess the funded status of a plan; the actuarial value of assets as a percent of the actuarial accrued liability (funded ratio) and the unfunded accrued liability as a percent of payroll. These measures are then used to establish a trend. In a plan following good funding standards, the funded ratio will go up, while the unfunded liability as a percent of payroll will go down. The JCPER has always been primarily concerned with the establishment of a trend, not the comparison of one plan's funded ratio to another. In compliance with GASB Statement No. 25, the JCPER reports all assets using the market or smoothed market value and liabilities using the actuarial accrued liability.

Due to the "smoothing" process, the funded ratios on an actuarial basis can differ considerably from that based on market value. This is most obvious during successive periods of investment losses. The asset/liability chart on page 10 provides an accurate depiction of the smoothing effect.

As indicated above, in 2004 most plans were within the 76% to 85% funded range on an actuarial basis as opposed to the 86% to 100% funded level of 2002. This shift is attributed to the market downturn. Most plans should smooth out these losses by the end of plan year 2005. Given the past two years market performance, plan funding levels will continue to improve.

On an actuarial basis, *10* plans were greater than 100% funded. Two of these plans deferred making the normal cost contribution payment due to their fully funded status.

It should be noted that *11* defined benefit plans used the "aggregate" cost method in 2004. While the aggregate method is an accepted method according to GASB standards, the JCPER no longer finds this method acceptable when the required contributions are not being met. These plans have been excluded from the funded ratio calculations noted above and the chart below.



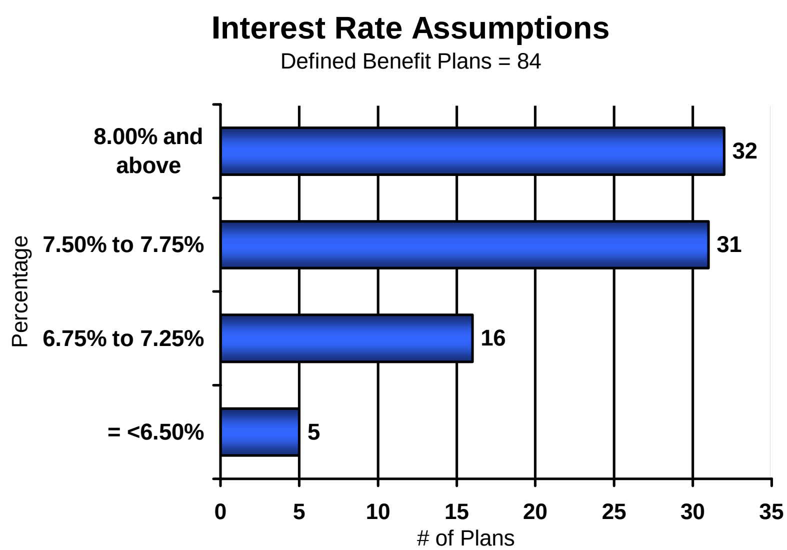
INVESTMENT RATES OF RETURN

The investment rates of return experience in Plan Year 2004 significantly improved, particularly in light of 2002 experience. In 2002, none of the 81 defined benefit plans met their assumed rate of return and 10 plans posted actuarial losses in excess –5.0%. A "smoothed" actuarial recovery may take several more years.

With the market boom of the 1990's, most plans reevaluated their investment strategies and moved away from more conservative investment allocations into more moderate investments. In response to positive investment returns, plans increased their assumed rates of return to reflect plan experience.

However, beginning in Plan Year 2000, plans experienced negative investment income and returns fell significantly short of assumptions. The trend continued thru the next 3 plan years. As boards of management recognized this reversal in trends in market conditions, some plans reevaluated this assumption. The result has been an overall reduction of the average assumed rate of return from 7.71% in 2001 to 7.54% in 2004.

The chart below provides the breakdown of the investment rate of return assumptions for the 84 defined benefit plans.



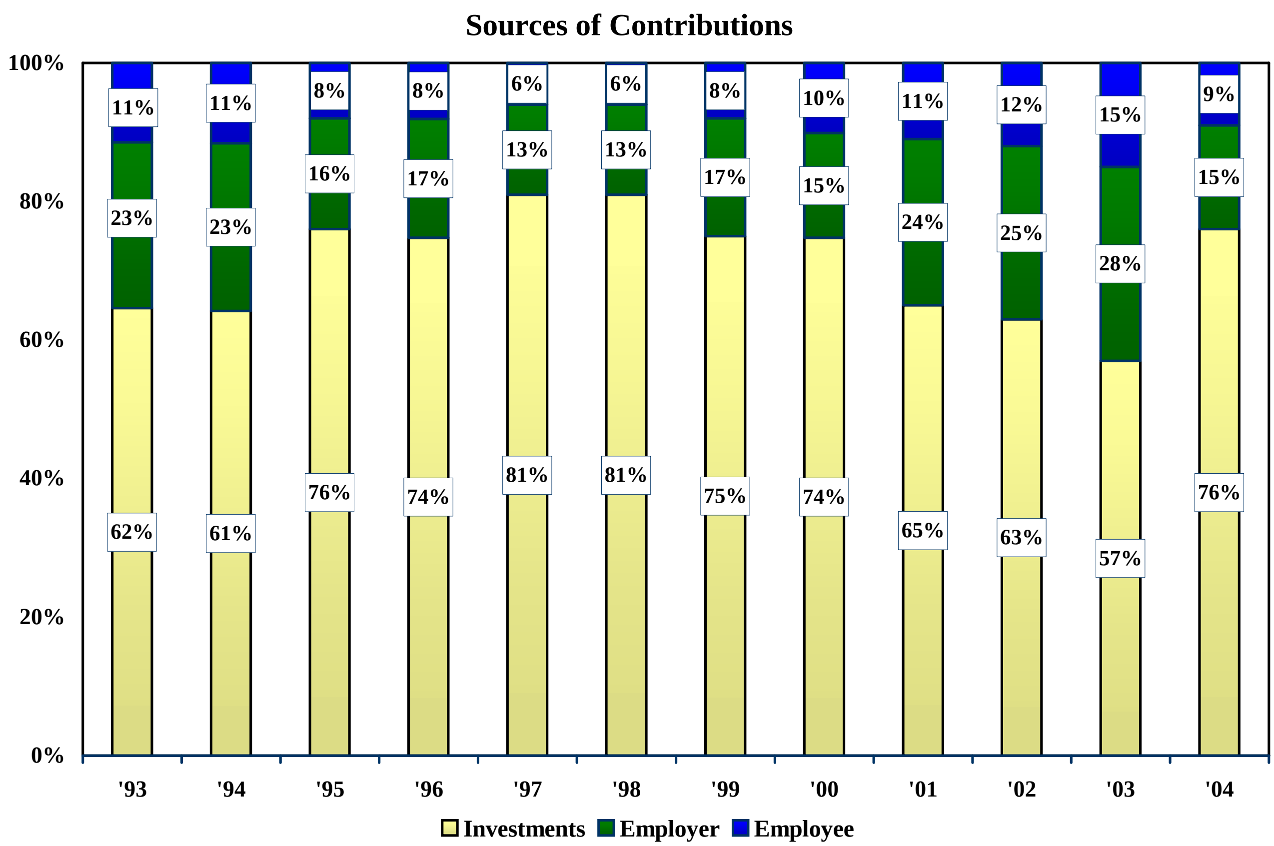
CONTRIBUTION RATES

In all PERS, the ultimate test of soundness is whether or not the retirement plan pays all benefits when promised in perpetuity. This can only be ensured by proper contributions being made to the plan on an annual basis.

The 2004 survey results indicate that some plans have had difficulty in meeting their full actuarially recommended annual contribution. There were 33 plans failing to meet the full required contribution in 2004.

A trend emerged in 2002 indicating sponsors were facing difficulty in meeting the minimum required contribution payments which continued into Plan Year 2003. For Plan Year 2004, 11 out of 84 plans experienced greater than 25% in annual dollar contribution increases.

The reason for increased contribution rates vary by plan. While almost all plans were impacted by negative investment returns, there were a combination of other factors, such as greater than assumed retirements, adoption of benefit enhancements and failure to recognize longevity or compensation increases. As the chart below indicates, in plan year 2004 investment income comprised 76% of plan contributions reversing a 3 year downward trend.



One effect of contribution increases was the causation of 3 plans providing notification in 2005 of benefit downgrades in future plan benefits. The modifications included a benefit multiplier reduction, a decrease in the benefit maximum, final average salary period from 3 to 5 years, reduced COLA maximums, age requirement increases and employee contribution increases. While all 3 plans making changes were funded above 90%, increased contributions and promoting plan sustainability prompted action by the governing bodies.

ACTUARIAL SALARY ASSUMPTIONS

It is important that all PERS have reasonable actuarial assumptions in relation to employee salary increases. If assumed salary projections are not consistent with actual experience, plans will find their annual contribution amounts rising markedly on a year to year basis.

As noted in 2002, some municipal and public safety plans were providing salary increases significantly greater than the actuarially assumed rate. For the 16 plans identified, several exceeded the assumption by more than 3.5 times. Reporting for 2004 indicates less negative plan experience relative to the salary rate with 8 plans exceeding the assumption.

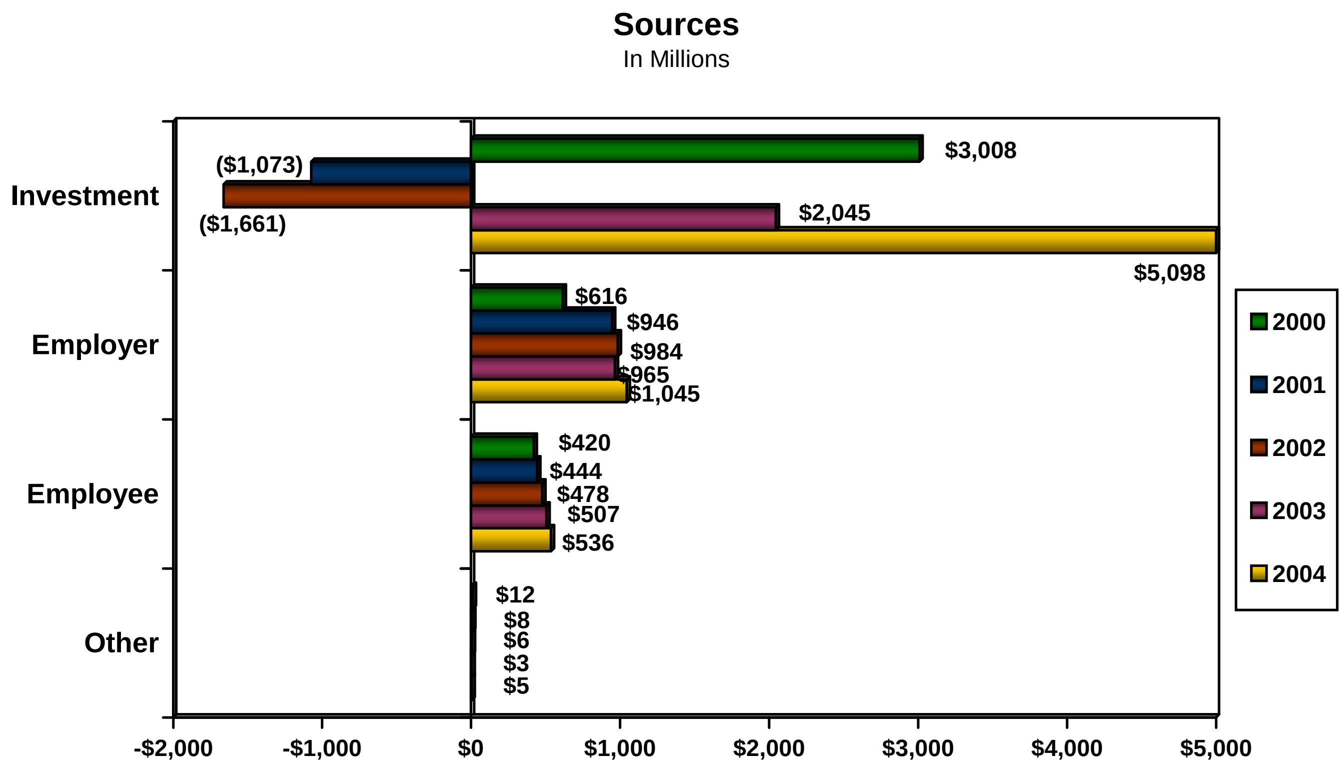
The effect of unanticipated salary increases can have significant impacts on plan liabilities, and are particularly formidable if coupled with the poor investment returns. For this reason, JCPER staff will continue to monitor "greater than assumed salary increases" when this information is provided in plan actuaries.

PERS REVENUES AND EXPENSES

Changes in the revenue sources and applications from 2000 to 2004 are shown on the charts on page 15. Robust market performance provided significant increased investment income resulting in a $5.0 billion gain in 2004. This level of investment gain has not been experienced by Missouri's public plans since 1998.

Historically, PERS have relied on 75 to 80% of their revenue from investment income to provide contribution payments. As can be viewed in the chart on the previous page, this clearly was not the case for three consecutive plan years with plan year 2003 marking the lowest percentage of "income from investments" levels recorded since 1994. Reduced income from investment returns have required plans to draw from asset reserves and increase contributions to pay benefits to participants. Contributions from employees have also grown over the past several plan years, from a low of 6% of contributions in 1998 and peaking in the 12 year trend data to 14% in 2003. Plan year 2004 resulted in a 9% employee contribution with employer and employee contributions totaled approximately $1.58 billion in 2004.

PERS continue to face steady increases in benefits paid to plan participants. Benefit payments in 2004 totaled $2.24 billion, an increase of $192 million over the previous year. This trend will persist in future reporting as more Baby Boomers exit the workforce and begin drawing their retirement benefits.


Sources
In Millions
Investment
Employer
Employee
Other
$3,008
($1,073)
($1,661)
$2,045
$5,098
$616
$946
$984
$965
$1,045
$420
$444
$478
$507
$536
$12
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2000
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2003
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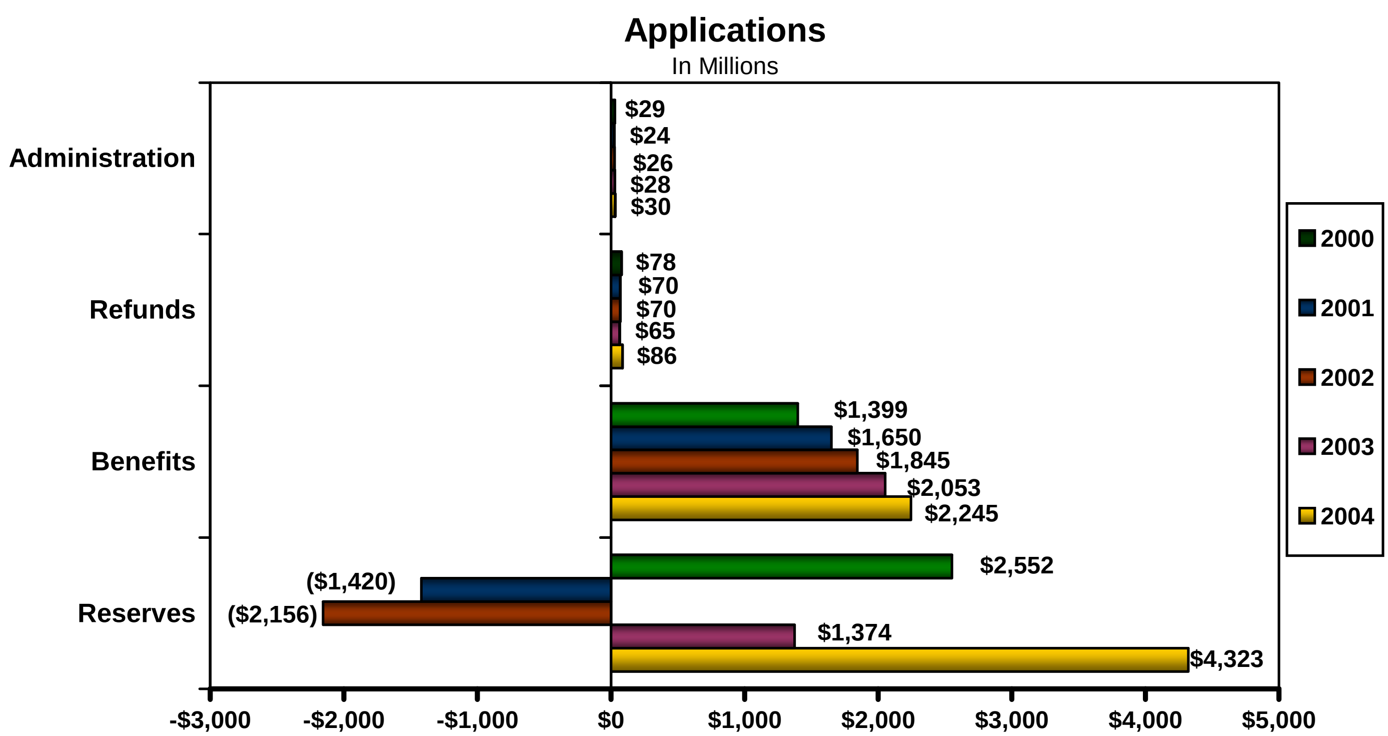
Applications
In Millions
Administration
Refunds
Benefits
Reserves
$29
$24
$26
$28
$30
$78
$70
$70
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$86
$1,399
$1,650
$1,845
$2,053
$2,245
$2,552
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$1,374
$4,323
-$3,000
-$2,000
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$0
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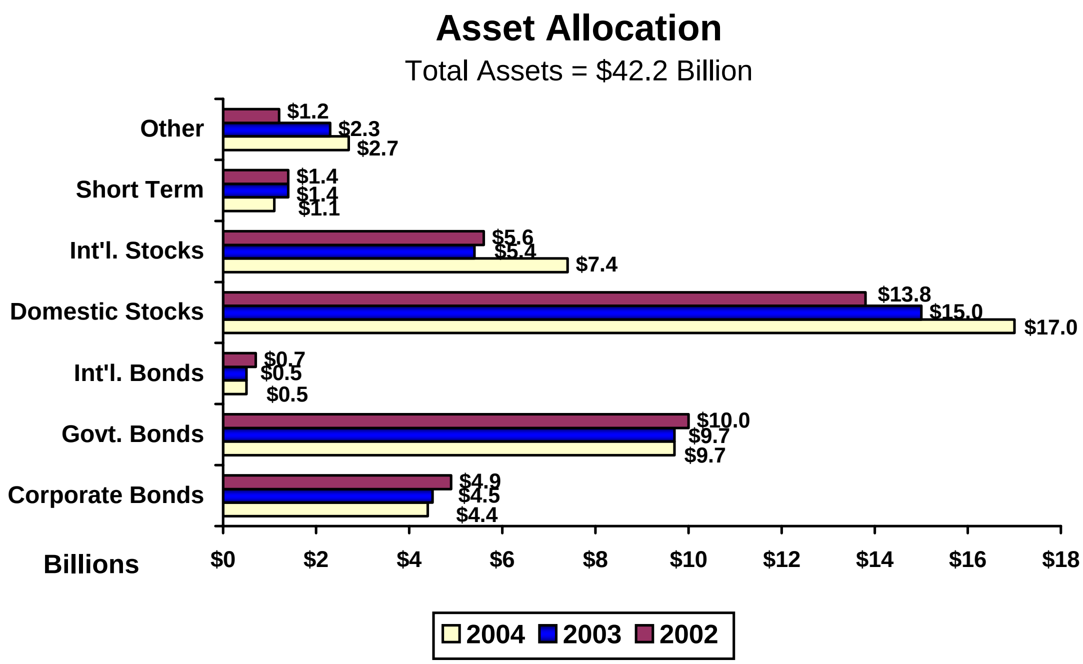
$5,000
2000
2001
2002
2003
2004

STATUTORY INVESTMENT REQUIREMENTS

In order to maintain financial soundness, it is crucial that fiduciaries develop and review investment policies and strategies. Investment guidelines should be of utmost importance to the PERS. Section 105.687 provides that all of Missouri's public employee retirement systems established by the state or a political subdivision must follow specific investment guidelines. The "Prudent Person Rule" is perhaps the most important investment guideline. It states that fiduciaries shall discharge his or her duties in the interest of the participants and beneficiaries of the system and act with the same care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a similar capacity familiar with those matters would use in the conduct of a similar enterprise with similar aims.

Each individual plan Board of Trustees sets their investment policy based on the fiduciary standards mentioned above. The chart below outlines plan asset allocation for the past 3 plan years.



FEDERAL ISSUES

The 109th Congress has addressed several issues relative to pensions and retirement. While much attention was initially focused on the long-term solvency of the nation's Social Security program, the rapid termination of private defined benefit programs such as experienced by IBM, Verizon and the airline industry has propelled proposals designed to strengthen worker's pensions to the forefront.

On December 14, 2005, the US House passed the ***Pension Protection Act*** (HR 2830) by a vote of 294-132. Some of the provisions relating to private pension plans in this proposal include:

- Prohibits benefit increases and lump sum payments for plans less than 80% funded

Yellow Zone – Plans 65% to 80% funded

Red Zone – Plans less than 65% funded

Freezing Plans – Plans less than 60% funded

- Any benefit change must be amortized over a 15 year period

- Plans less than 80% funded must improve status by 1/3 within 10 years
- Prohibits benefits increases if change would drop a plan's funded ratio below 65%
- Plans less than 60% funded have benefit accruals frozen
- Requires annual notification to members of plan's funded status
- Phases in employer premium increase to the PBGC
- Provides a modified "yield curve" permanent interest rate for employers to accurately measure current pension liabilities as they come due.

This proposal has been cleared for a conference committee with the Senate's version of pension reform, the ***Pension Security and Transparency Act*** (S. 1783) after Congress reconvenes in late January.

Solutions to rebuild or reform Social Security will continue to be an area of high priority with potential proposals to increase the retirement age, adjust benefits to appropriate inflation formulas, increasing payroll taxes and establishing personal savings accounts. Social Security provided benefits to 16% (47.7 million) of Americans totaling $493.3 billion in 2004. The non-partisan Congressional Budget Office predicts benefits remain sustainable to 2042, however the fund will begin paying more in benefits than taxes paid in by 2020. Currently, there are 3.3 workers to every retiree with decrease to 2.2 by 2030. Total covered employment is expected to grow by 15.7% from 2004 to 2030, while during that same time period, the number of beneficiaries is expected to grow by 76.3%. With the influx of retirees attributable to the Baby Boomers leaving the workforce coupled with the increased average life expectancies, it is anticipated Social Security reform will remain a priority issue of this Congressional session.

DEFINED BENEFIT / DEFINED CONTRIBUTION DEBATE

The debate over the appropriate employee programs continued to highlight the benefit industry in 2005. As defined benefit plans in the private sector continued in their decline, a shadow was cast over the public sector as well. Foremost, it is important to note that Missouri's public plans *are well funded* in the aggregate at **83.5%**.

In 2004, the news associated with defined benefit pensions was rarely positive. Articles containing titles such as *Perfect Storm, Sinkhole, Next Stop: DB Oblivion* and *Public Pensions-Public Disasters* were frequent. In the wake of negative media attention, it is important to emphasize the positive attributes of the defined benefit. In 2004, state and local government nationwide paid $120 billion in pension benefits which exceeded the entire economic output of 22 states and Washington, D.C. Benefits paid by Missouri's public plans exceeded $2.24 million in 2004. These benefit payments have increased by 227% over the last 10 years providing an important economic stimulus and tax revenue for state programs. In comparison, the 2003/2004 Missouri product growth rate was a mere 2.4%. As our nation moves toward a worker shortfall equaling millions, the ability of public entities to recruit and retain qualified personnel, particularly in public safety and education positions, will be critical. The defined benefit structure assists in that goal. The Census Bureau reporting for 2003 indicated the average annual public pension benefit was $15,600 while the average private pension was $6,624. In 2005, negative personal savings rates were reported by the Bureau of Economic Analysis indicating that many are not saving for retirement. With negative personal savings rates and escalating health care costs, this data only reinforces the importance of preserving the defined benefit structure for public employees.

EEOC RETIREE HEALTH CARE COVERAGE RULING

In April 2004, the Equal Employment Opportunity Commission (EEOC) approved a final rule that would permit employers to reduce retiree health benefits in conjunction with Medicare eligibility or a comparable state-sponsored health benefit without violating the Age Discrimination in Employment Act (ADEA). The common practice of coordinating retiree health benefits with Medicare was called into question in 2000, when a decision by the U.S. Court of Appeals for the Third Circuit, *Erie County Retirees Association v. County of Erie*, raised concerns from employers, labor unions, and state and local governments.

In February 2005, the AARP filed a preliminary injunction against the EEOC ruling and in March, a federal judge ruled in favor of the AARP citing the EEOC regulation violated the ADEA. This resulted in prohibiting companies from tying retiree health benefits to Medicare eligibility. However, in September, the same federal judge reversed the March ruling deferring to a 2005 US Supreme Court case giving greater judicial deference to rule interpretations by federal agencies. The judge also ordered EEOC action delayed until the AARP can pursue a challenge with the Court of Appeals. The outcome of this litigation could affect the country's **12 million over 65 retirees** and may ultimately impact the 2006 OPEB reporting requirements of health care liabilities (See related discussion on OPEB benefits below).

GASB OPEB REPORTING

In 2004, the Government Accounting Standards Board (GASB) released Statement No. 45 – *Accounting and Financial Reporting by Employers for Post-employment Benefits Other than Pensions (OPEBs).* OPEBs are post-employment benefits other than pensions such as health insurance, dental, vision, prescription or other health benefits, and benefits such as life insurance, disability, and long-term care.

Most governments currently report their cash outlays for OPEBs in a given year. These outlays can differ significantly on a year-to-year basis. In addition, most governments do not report information about the nature and size of their long-term financial obligations and commitments related to OPEBs. GASB's concern about this pay-as-you-go method is public disclosure may be incomplete regarding the true cost of public services as well as the financial position and long-term financial health of a government. To remedy this, GASB has recommended that OPEB costs be recognized when service is rendered. Otherwise, financial statements will continue to fail to reflect the accrued benefit obligation and extent to which funds have accumulated assets to meet this obligation. The reporting of OPEBs will be phased in over three years with slightly different reporting period for the employer versus the affected plan. Effective dates are the following:

Total Annual Revenue in the first FY ending after 06/15/99	*OPEB reporting effective for the **employer** for FY beginning after:*	*OPEB reporting effective for the **plan** for FY beginning after:*
Phase 1 Governments: $100 million or more	December 15, 2006	December 15, 2005
Phase 2 Governments: =/>$10 million, but < $100 million	December 15, 2007	December 15, 2006
Phase 3 Governments: < $10 million	December 15, 2008	December 15, 2007

Several states have already estimated the OPEB liabilities associated with their state government retirees. OPEB liability is directly correlated to the level of health care benefit provided, hence the greater the benefit, the higher the liability. State estimates include a range of $20.3 billion in Maryland to $500 million in Utah. The state of Missouri is currently in the process of estimating its OPEB liability.

Beginning in 1998, JCPER staff has tracked post-employment health care benefits for Missouri's retirement plans. Post-employment health care coverage is offered by 38 plans. Of these, 23 plans provide benefits to both the retiree and spouse with the remaining 15 plans providing coverage to the retiree only. It should be noted 25 political subdivisions and 6 retirement plans subsidize the post-employment health care benefits either though a premium subsidy or a flat dollar amount.

STATE ISSUES

During the 2005 Missouri Legislative session, 73 pension related bills were proposed. When the session concluded in May of 2005, 9 pension bills were Truly Agreed to and Finally Passed. In total, 5 pension systems were affected by the passage of these bills. The bills passed and pension systems affected were:

House Bill 119

- All Public Plans

House Bill 261

- Local Government Employees' Retirement System

House Bill 323

- Kansas City Police Employees' Retirement System
- Kansas City Civilian Police Employees' Retirement System

House Bill 443

- Public School Retirement System
- Public Education Employees' Retirement System

House Current Resolution 9

- Social Security

Senate Bill 202

- Administrative Law Judges and Legal Advisors Retirement Plan

Senate Bill 210

- County Employees' Retirement Fund

Senate Bill 287

- Public School Retirement System

Senate Bill 401

- St. Louis Policemens' Retirement System

As expected in the Federal Legislative arena, the 93rd Missouri General Assembly will be compelled to address benefit related proposals. Expected proposals include funding standards, trustee education and governance, defined benefit vs. defined contribution considerations and pension taxation exemption.

MISSOURI STATE RETIREMENT CONSOLIDATION COMMISSION

In August, 2005, Governor Blunt issued Executive Order No 05-22 establishing the State Retirement Consolidation Commission. The fourteen member commission, which includes the Chairman and Vice Chairman of the JCPER, was charged with "furnishing clear and concise policy recommendations and legislative proposals" regarding the plausibility of a merger of the Missouri State Employees' Retirement System (MOSERS) and the Missouri Department of Transportation and Patrol Employees' Retirement System (MPERS). The JCPER, in May 2004, expressed a concern regarding MPERS funding issues and possible options for addressing these concerns. At the request of the JCPER, MOSERS and MPERS staff compiled a report outlining the differences between these two systems and possible legislative and administrative issues associated with any potential consolidation. The full report from 2004 is available on the JPCER website (www.jcper.org).

The Commission is currently reviewing data provided by the systems and the JCPER. The Commission was granted an extension to March 1, 2006 from the original sunset date of December 31, 2005. The JCPER will continue to monitor the Commission's activity and final recommendations.

COURT RULING

In 2005, the St. Louis County Circuit Court issued a judgment and order citing violation of JCPER governing statutes, Sections 105.660-691, RSMo. Specifically, the court found that proper notification of associated with a plan's benefit modifications had not been followed pursuant to state statute. Section 105.675, RSMo requires a cost statement associated with a "substantial proposed change" in future plan benefits as defined in Section 105.660.5 be filed with the political body as well as the JCPER at least 45 days **prior to** final action. Ultimately, the court ruled that "proper procedures were not followed pursuant to ERISA and sections 105.660-691 RSMo." Further, the court found that the associated plan's board of directors "serves in a fiduciary capacity and thus is mandated to act solely in the interest of the Plan participants and beneficiaries." The Plan was ordered to maintain the current Retirement and Disability Plan structure, without modification, until further Court action. This ruling is the first of its kind pertaining to retirement plan reporting under Chapter 105.

At its third quarter meeting, the members of the JCPER requested staff correspond with the actuarial firms providing services to Missouri's public plans to increase awareness of this court order and associated statutory requirements. Missouri's participating actuarial firms have been notified of the judgment and applicable statutory requirements. Additionally, the actuarial firms were reminded of the statutory requirements associated with the frequency of valuation performance and the inclusion of GASB Statements 25 and 27.

CONCLUSION

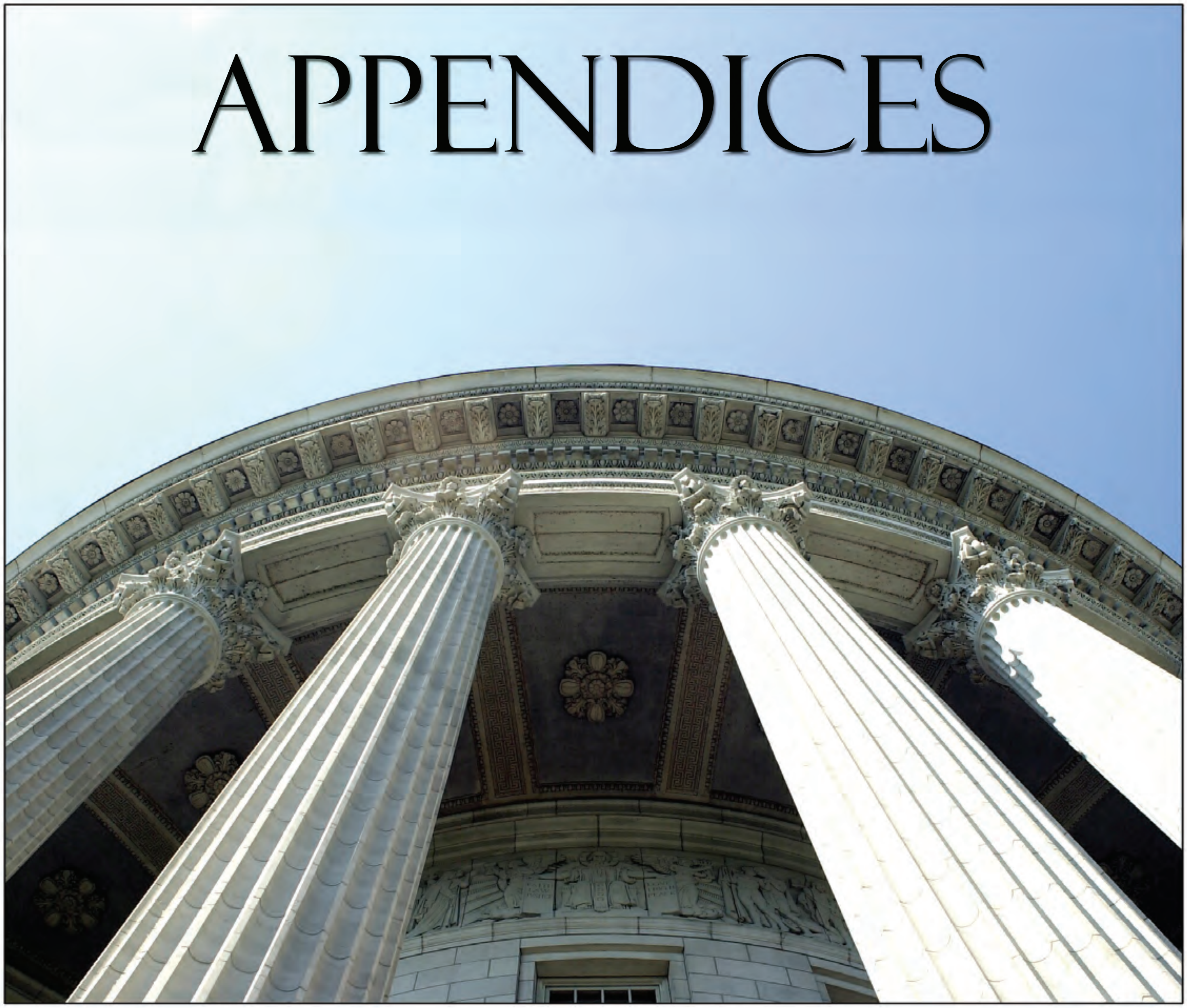
The Joint Committee was established in 1983 in response to concerns addressed by the State Auditor's Office and the National Conference of State Legislatures Task Force on Public Pensions. At that time, a few plans had been identified as potentially unsound. A lack of reporting and monitoring had prevented public disclosure of current or future projected stability. Many changes have evolved providing legislative, regulatory, financial and accounting requirements and guidelines. Sound policy recommendations have been adopted which include investment policies, board governance and trustee education.

While the investment environment of the 1990's propelled many plans to full funded status, a brief and devastating market downturn impacted asset reserves exerting contribution pressures. As indicated in this report, the past two-year investment returns have been a welcome relief alleviating those pressures.

Despite the negative media attention to pensions, both private and public, Missouri's plans remain not only solvent, but by and large, well above what is considered an appropriate funding level. Economic and workforce factors along with longevity and questions of the sustainability of the defined benefit structure have spurred serious pension reform debate. Repeated references to a retirement "crisis" are not indicative of Missouri's status.

State and local governments continue to face fiscal constraints compounded by other benefit related issues. The JCPER will continue in its role of monitoring and reporting plan status as well as providing assistance to Missouri's plans and the General Assembly.

APPENDICES



It should be noted that data included in these appendices reflects information from PERS in response to the annual survey mailed by JCPER in January, 2005

DEFINED BENEFIT PLANS

ADMINISTRATIVE LAW JUDGES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$15,738,180	77%
Actuarial Value of Assets:	$16,238,804	80%
Actuarial Accrued Liability:	$20,384,213	

Benefit

Normal Retirement Formula: 50% of compensation
Less than 12 years of service,
4.17% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/12, 60/15, 55/20	Yes

Cost of Living Adjustment

	Employed Prior to '97	*Employed After '97*		*Employed Prior to '97*	*Employed After '97*
Annual Amount Minimum:	4%		**'Cap' Total Maximum:**	65%	
Annual Amount Maximum:	5%	5%	**Percent of CPI:**	80%	80%

Actuarial Assumptions

Interest Rate: 8.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $945,950

Membership

Active	Inactive
57	54

AFFTON FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$4,341,996	67%
Actuarial Value of Assets:	$4,241,547	65%
Actuarial Accrued Liability:	$6,482,133	

BENEFIT

Normal Retirement Formula: 65% of compensation- reduced for less than 30 years of service

Supplemental Benefit: $500 monthly to Medicare eligibility

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $267,062

MEMBERSHIP

Active	Inactive
36	14

ANTONIA FPD PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$770,068	77%
Actuarial Value of Assets:	$606,490	61%
Actuarial Accrued Liability:	$995,418	

Benefit

Normal Retirement Formula: 2.25% of compensation for first 24 years of service, plus 1% for next 6 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 0	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $63,121

Membership

Active	Inactive
18	0

ARNOLD POLICE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$4,770,063	109%
Actuarial Value of Assets:	$4,762,934	108%
Actuarial Accrued Liability:	$4,395,079	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 75%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $105,193 **Employer:** $213,572

MEMBERSHIP

Active	Inactive
42	3

Officials with the Berkeley Police and Fire Pension Fund failed to provide the statutorily required reports for plan year 2004.

BI-STATE DEV AGENCY DIVISION 788, A.T.U.

Assets / Liability

		Funded Ratio
Assets (Market Value):	$91,469,054	66%
Actuarial Value of Assets:	$90,066,198	65%
Actuarial Accrued Liability:	$138,783,821	

Benefit

Normal Retirement Formula: $40 times years of service if less than 25 years
$55 times years of service if 25 or more

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25, 65/0, 55/20	Yes

Cost of Living Adjustment

Ad Hoc COLA

Actuarial Assumptions

Interest Rate: 8%   **Salary:** 0%

Contributions

Employer: $5,518,440   **Employee:** $1,548,204

Membership

Active	Inactive
1,210	1,730

BI-STATE DEVELOPMENT AGENCY
LOCAL 2 I.B.E.W.

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$751,323	46%
Actuarial Value of Assets:	$839,041	51%
Actuarial Accrued Liability:	$1,634,761	

BENEFIT

Normal Retirement Formula: $55 times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25, 65/10	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 0%

CONTRIBUTIONS

Employee: $32,095 **Employer:** $73,900

MEMBERSHIP

Active	Inactive
45	10

BI-STATE DEVELOPMENT AGENCY
DIVISION 788 CLERICAL UNIT ATU

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$6,328,221	69%
Actuarial Value of Assets:	$6,503,985	71%
Actuarial Accrued Liability:	$9,175,867	

BENEFIT

Normal Retirement Formula: $40 times years of service if less than 25 years
$55 times years of service if 25 or more

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25, 65/12	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 0%

CONTRIBUTIONS

Employee: $63,778 **Employer:** $331,883

MEMBERSHIP

Active	Inactive
57	58

BI-STATE DEVELOPMENT AGENCY
SALARIED EMPLOYEES

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$32,110,522	81%
Actuarial Value of Assets:	$40,281,552	101%
Actuarial Accrued Liability:	$39,850,200	

BENEFIT

Normal Retirement Formula: 1.5% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%   **Salary:** 4.5%

CONTRIBUTIONS

Employee: Non-Contributory   **Employer:** $2,214,597

MEMBERSHIP

Active	Inactive
509	303

BLACK JACK FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$4,926,255	66%
Actuarial Value of Assets:	$4,508,347	61%
Actuarial Accrued Liability:	$7,412,655	

Benefit

Normal Retirement Formula: Uniformed: $93 times years of credited service
Non-Uniform: $45 times years of credited service

Supplemental Benefit to age 62: Estimated SS benefit

Additional Uniformed Benefit to Medicare eligibility:
$20 times years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 or 30	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $556,872

Membership

Active	Inactive
37	11

BOTHWELL REGIONAL HEALTH CENTER RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$23,405,827	77%
Actuarial Value of Assets:	$24,897,878	82%
Actuarial Accrued Liability:	$30,311,401	

Benefit

Normal Retirement Formula: 1.2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $1,758,669

Membership

Active	Inactive
665	350

BRENTWOOD POLICE & FIREMEN'S RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$16,456,202	97%
Actuarial Value of Assets:	$16,722,777	99%
Actuarial Accrued Liability:	$16,927,414	

BENEFIT

Normal Retirement Formula: 3.25% of compensation for first 20 years of service, plus 1% for next 10 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 20	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2% **'Cap' Total Maximum:** 20%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 5.5%

CONTRIBUTIONS

Employee: $187,368 **Employer:** $512,796

MEMBERSHIP

Active	Inactive
47	28

BRIDGETON EMPLOYEES RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$18,311,833	99%
Actuarial Value of Assets:	$18,489,685	100%
Actuarial Accrued Liability:	$18,489,685	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4.5%

Contributions

Employee: Non-Contributory **Employer:** $952,000

Membership

Active	Inactive
134	108

CARTHAGE POLICEMEN'S & FIREMEN'S PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$4,906,336	83%
Actuarial Value of Assets:	$5,853,125	99%
Actuarial Accrued Liability:	$5,919,687	

Benefit

Normal Retirement Formula: 2.5% of compensation for first 20 years of service, plus 1% for next 15 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
58 / 10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8%

Salary: 4%

Contributions

Employee: Non-Contributory

Employer: $143,599

Membership

Active	Inactive
54	26

CEDAR HILL FPD MONEY PURCHASE PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$29,908	35%
Actuarial Value of Assets:	$29,940	35%
Actuarial Accrued Liability:	$86,283	

Benefit

Normal Retirement Formula: $15 per month per year of service
$450 maximum monthly benefit
10 year life annuity

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 5%

Contributions

Employee: Non-Contributory **Employer:** $34,584

Membership

Active	Inactive
16	5

CLAYTON NON-UNIFORMED EMPLOYEE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$8,081,695	98%
Actuarial Value of Assets:	$8,309,122	100%
Actuarial Accrued Liability:	$8,277,529	

BENEFIT

Normal Retirement Formula: 1.5% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

'Cap' Total Maximum: 25%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7%

Salary: 4.5%

CONTRIBUTIONS

Employee: Non-Contributory

Employer: $25,170

MEMBERSHIP

Active	Inactive
88	54

CLAYTON UNIFORMED EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$19,538,235	74%
Actuarial Value of Assets:	$21,317,133	81%
Actuarial Accrued Liability:	$26,264,282	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10, 50/25, 65/5	Yes

Cost of Living Adjustment

Annual Amount Maximum: 2%

'Cap' Total Maximum: 25%

Actuarial Assumptions

Interest Rate: 7%

Salary: 3.5%

Contributions

Employee: $209,146

Employer: $846,500

Membership

Active	Inactive
88	46

COLUMBIA FIREMENS' RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$38,761,797	65%
Actuarial Value of Assets:	$38,790,024	65%
Actuarial Accrued Liability:	$59,513,851	

BENEFIT

Normal Retirement Formula: 3.5% of compensation for first 20 years of service,
plus 2% for each of the next 5 years
Maximum: 80%

For service less than 20 years: 2% of compensation times years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 or 20	No

COST OF LIVING ADJUSTMENT

Annual Amount Minimum: 2%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $970,994 **Employer:** $1,577,343

MEMBERSHIP

Active	Inactive
125	105

COLUMBIA POLICE RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$25,310,995	62%
Actuarial Value of Assets:	$25,325,718	62%
Actuarial Accrued Liability:	$40,664,190	

BENEFIT

Normal Retirement Formula: 3% of compensation for each of the first 20 years of service, plus 2% for each of the next 5 years
Maximum: 70%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 or 20	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Minimum: .6%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 4.5%

CONTRIBUTIONS

Employee: $227,975

Employer: $1,675,017

MEMBERSHIP

Active	Inactive
138	99

COUNTY EMPLOYEES RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$178,497,546	70%
Actuarial Value of Assets:	$178,497,546	70%
Actuarial Accrued Liability:	$254,374,828	

Benefit

Normal Retirement Formula: Greater of:
Targeted Replacement Ratio Formula, or
$24 per month times years of service
Maximum: 25 years

LAGERS Benefit Offset

Defined Contribution Component

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62 / 8	Yes

Cost of Living Adjustment

Annual Amount Maximum: 1%

'Cap' Total Maximum: 50%
Percent of CPI: 100%

Actuarial Assumptions

Interest Rate: 8%   **Salary:** 4%

Contributions

Employee: $3,892,500   **Employer:** $18,643,018

Membership

Active	Inactive
10,657	2,886

CREVE COEUR EMPLOYEES RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$12,869,365	85%
Actuarial Value of Assets:	$12,028,414	80%
Actuarial Accrued Liability:	$15,095,101	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service OR
1.7% of compensation times years of credited service,
plus 3% employer contribution in defined contribution plan
Maximum: 30 years of service

Deferred Retirement Option Plan
For the period of 9/1/01 – 8/31/06, members may elect DROP participation for period not to exceed 36 months. DROP benefit equals retirement benefit as of date entered DROP, plus 5% interest.

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 8, Uniformed: Age 55	Yes

Cost of Living Adjustment

Ad Hoc COLA

Actuarial Assumptions

Interest Rate: 8%

Salary: 5.5%

Contributions

Employee: Non-Contributory

Employer: $734,217

Membership

Active	Inactive
94	55

CREVE COEUR FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$4,269,118	55%
Actuarial Value of Assets:	$3,864,645	50%
Actuarial Accrued Liability:	$7,804,219	

BENEFIT

Normal Retirement Formula: 70% of compensation offset by:
1) Defined contribution account, and
2) At age 62, 66.66% of primary SS benefit

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 or 25	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $702,426

MEMBERSHIP

Active	Inactive
58	33

EUREKA FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$4,833,672	102%
Actuarial Value of Assets:	$4,437,365	93%
Actuarial Accrued Liability:	$4,751,686	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 30 years

20 or more years of service: Supplemental Benefit of $400 monthly to Medicare eligibility then reduced to $200

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 /5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.75% **Salary:** 3%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $246,035

MEMBERSHIP

Active	Inactive
36	11

FENTON FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$16,399,318	96%
Actuarial Value of Assets:	$16,635,685	98%
Actuarial Accrued Liability:	$17,055,644	

BENEFIT

Normal Retirement Formula: 3% of compensation times years of credited service
Maximum: 30 years

Supplemental Benefit: Age 55 to 65 $13 times years of service
Maximum: $390

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 15	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $1,022,138

MEMBERSHIP

Active	Inactive
59	19

FERGUSON PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$19,231,090	99%
Actuarial Value of Assets:	$19,341,491	100%
Actuarial Accrued Liability:	$19,341,491	

BENEFIT

Normal Retirement Formula: 1.75% of compensation times years of credited service

Supplemental Benefit: $5 times years of credited service to Medicare eligibility
Maximum: $150 monthly

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 10 Rule of 82 ½ - Age 55	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $0

MEMBERSHIP

Active	Inactive
129	94

FLORISSANT EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$9,797,021	72%
Actuarial Value of Assets:	$9,064,104	67%
Actuarial Accrued Liability:	$13,608,192	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $539,786

Membership

Active	Inactive
62	64

FLORISSANT VALLEY FPD
RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$7,207,692	56%
Actuarial Value of Assets:	$6,506,405	51%
Actuarial Accrued Liability:	$12,787,246	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 30 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 or 30	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.75% **Salary:** 4%

CONTRIBUTIONS

Employee: $39,882 **Employer:** $912,213

MEMBERSHIP

Active	Inactive
60	5

GLENDALE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,292,904	91%
Actuarial Value of Assets:	$3,614,583	100%
Actuarial Accrued Liability:	$3,614,583	

BENEFIT

Normal Retirement Formula: 50% of compensation for the first 20 years of service, plus 1% of compensation for each year over 20

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 15	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5%

CONTRIBUTIONS

Employee: $39,872 **Employer:** $77,292

MEMBERSHIP

Active	Inactive
27	16

HANNIBAL POLICE & FIRE RETIREMENT

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$9,262,063	57%
Actuarial Value of Assets:	$9,262,063	57%
Actuarial Accrued Liability:	$16,156,000	

BENEFIT

Normal Retirement Formula: 60% of compensation

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0 / 25	No

COST OF LIVING ADJUSTMENT

Ad Hoc COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%   **Salary:** 4%

CONTRIBUTIONS

Employee: $259,120   **Employer:** $540,928

MEMBERSHIP

Active	Inactive
77	60

HAZELWOOD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$16,462,758	85%
Actuarial Value of Assets:	$16,556,691	85%
Actuarial Accrued Liability:	$19,459,911	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 30 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 or 25	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $985,070

Membership

Active	Inactive
171	64

JACKSON COUNTY EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$112,297,851	77%
Actuarial Value of Assets:	$108,340,971	75%
Actuarial Accrued Liability:	$144,920,041	

Benefit

Normal Retirement Formula: 1.5% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5, Rule of 80 – Age 55	Yes

Cost of Living Adjustment

Annual Amount Maximum: 1.5%

Actuarial Assumptions

Interest Rate: 7% **Salary:** 5%

Contributions

Employee: $15,006 **Employer:** $5,672,839

Membership

Active	Inactive
1,607	1,445

JEFFERSON CITY FIREMEN'S RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$15,281,769	65%
Actuarial Value of Assets:	$15,106,675	64%
Actuarial Accrued Liability:	$23,480,456	

BENEFIT

Normal Retirement Formula: 60% of compensation,
plus 2.5% for each year after 24 years with maximum of 10 years
Maximum: 85%
New Hires: 2.5% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 or 24 Rule of 80	No

COST OF LIVING ADJUSTMENT

For those retiring after 01/14/04 -
Annual Amount Minimum: 2%
Annual Amount Maximum: 2%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: $104,458 **Employer:** $757,517

MEMBERSHIP

Active	Inactive
70	57

JENNINGS POLICE & FIREMEN'S RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$6,323,381	78%
Actuarial Value of Assets:	$6,323,381	78%
Actuarial Accrued Liability:	$8,085,470	

Benefit

Normal Retirement Formula: 2.25% of compensation times years of credited service
Maximum: 50% of average monthly salary

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/20, 65/15	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 6%

Salary: 4%

Contributions

Employee: $25,000

Employer: $143,667

Membership

Active	Inactive
16	36

JOPLIN POLICE & FIRE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$17,861,758	56%
Actuarial Value of Assets:	$18,759,224	58%
Actuarial Accrued Liability:	$32,073,023	

BENEFIT

Normal Retirement Formula: 2.5% of compensation for each of the first 20 years of service, plus 1% for each of the next 15
Maximum: 65%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/1, 0/20	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 2.4%

CONTRIBUTIONS

Employee: $1,076,969 **Employer:** $1,023,804

MEMBERSHIP

Active	Inactive
146	113

JUDGES RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$39,705,632	14%
Actuarial Value of Assets:	$39,120,142	14%
Actuarial Accrued Liability:	$280,397,464	

BENEFIT

Normal Retirement Formula: 50% of compensation
Less than 12 years of service,
4.17% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/12, 60/15, 55/20	Yes

COST OF LIVING ADJUSTMENT

	Employed Prior to '97	*Employed After '97*
Annual Amount Minimum:	4%	
Annual Amount Maximum:	5%	5%

	Employed Prior to '97	*Employed After '97*
'Cap' Total Maximum:	65%	
Percent of CPI:	80%	80%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8.5% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $20,636,314

MEMBERSHIP

Active	Inactive
391	470

KANSAS CITY CIVILIAN POLICE EMPLOYEES' RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$67,252,371	75%
Actuarial Value of Assets:	$69,868,024	78%
Actuarial Accrued Liability:	$89,141,414	

Benefit

Normal Retirement Formula:

2% of compensation times years of credited service
Maximum: 70%

Supplemental Benefit: $160 per month

Partial Lump Sum Option
Active member works 1 to 3 years past normal retirement eligibility. Lump sum benefit of 12, 24, or 36 months retirement annuity. Lifetime benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
Later of 65 or 10	Yes

Cost of Living Adjustment

Annual Amount Maximum: 3%

Actuarial Assumptions

Interest Rate: 7.75% **Salary:** 4.5%

Contributions

Employee: $1,247,257 **Employer:** $1,601,243

Membership

Active	Inactive
595	136

KANSAS CITY EMPLOYEES' RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$674,111,615	91%
Actuarial Value of Assets:	$627,078,139	85%
Actuarial Accrued Liability:	$740,186,346	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 70%

Health Care Subsidy: $200 monthly for life

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5, 60/10, 55/25	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 6%

CONTRIBUTIONS

Employee: $5,348,584 **Employer:** $12,100,061

MEMBERSHIP

Active	Inactive
3,427	2,033

KANSAS CITY FIREFIGHTER'S PENSION SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$354,909,533	92%
Actuarial Value of Assets:	$318,841,561	83%
Actuarial Accrued Liability:	$384,247,836	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 80%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0 / 25	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 6%

CONTRIBUTIONS

Employee: $4,546,002 **Employer:** $8,455,725

MEMBERSHIP

Active	Inactive
868	880

KANSAS CITY POLICE RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$577,093,152	81%
Actuarial Value of Assets:	$603,418,620	85%
Actuarial Accrued Liability:	$712,273,616	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 75%

Supplemental Benefit: $420 per month

Partial Lump Sum Option
Active member with years of service equaling 26 or more. Lump sum benefit of 12, 24, or 36 months retirement annuity. Lifetime benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/10, 0/25	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $6,972,986 **Employer:** $12,817,176

MEMBERSHIP

Active	Inactive
1,303	1,175

KANSAS CITY PUBLIC SCHOOL RETIREMENT SYSTEM

Officials with the Kansas City Public School Retirement System failed to provide the statutorily required reports for plan year 2004.

KC AREA TRANSPORTATION AUTHORITY SALARIED EMPLOYEES PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$8,551,777	92%
Actuarial Value of Assets:	$7,986,620	86%
Actuarial Accrued Liability:	$9,316,924	

BENEFIT

Normal Retirement Formula: 1.45% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $595,638

MEMBERSHIP

Active	Inactive
94	47

KC AREA TRANSPORTATION AUTHORITY
UNION EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$33,261,183	73%
Actuarial Value of Assets:	$34,242,136	75%
Actuarial Accrued Liability:	$45,637,643	

Benefit

Normal Retirement Formula: 1.28% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/10, 60/30	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4.5%

Contributions

Employee: $664,779 **Employer:** $1,341,480

Membership

Active	Inactive
543	251

LADUE NON-UNIFORMED EMPLOYEES RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$1,849,780	92%
Actuarial Value of Assets:	$2,002,613	100%
Actuarial Accrued Liability:	$2,002,613	

Benefit

Normal Retirement Formula: 1.25% of compensation times years of credited service
Maximum: 35 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62 / 0	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.75% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $99,990

Membership

Active	Inactive
31	12

LADUE POLICE & FIRE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$15,823,301	65%
Actuarial Value of Assets:	$17,267,814	70%
Actuarial Accrued Liability:	$24,530,293	

BENEFIT

Normal Retirement Formula: 2% of compensation for first 20 years of service, plus 2.5% for each of the next 10 years
Maximum: 65%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 10	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

'Cap' Total Maximum: 20%
Percent of CPI: 100%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75%   **Salary:** 4.75%

CONTRIBUTIONS

Employee: $108,368   **Employer:** $906,696

MEMBERSHIP

Active	Inactive
58	41

LAGERS STAFF RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$2,469,277	79%
Actuarial Value of Assets:	$2,570,466	82%
Actuarial Accrued Liability:	$3,141,215	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 5 Rule of 80	Yes

Cost of Living Adjustment

Annual Amount Maximum: 4%

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $650,009

Membership

Active	Inactive
13	4

LITTLE RIVER DRAINAGE DISTRICT RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$240,080	60%
Actuarial Value of Assets:	$240,081	60%
Actuarial Accrued Liability:	$402,644	

BENEFIT

Normal Retirement Formula: 1% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 0	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 6%

CONTRIBUTIONS

Employee: $1,738 **Employer:** $0

MEMBERSHIP

Active	Inactive
10	0

LOCAL GOVERNMENT EMPLOYEES RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$2,840,489,680	97%
Actuarial Value of Assets:	$2,808,907,263	96%
Actuarial Accrued Liability:	$2,929,171,779	

BENEFIT

Normal Retirement Formula: Several Optional Benefit Programs: 1%, 1.25%, 1.5%, 1.75%, 2.0%, Non-SS 2.5%; Temporary supplemental benefits available of: .25%, .50%, .75% or 1% until age 62 or 65 depending on benefit program

Partial Lump Sum Option
Active members working at least 2 years beyond normal retirement eligibility. Maximum period is 2 years. Lump sum benefit equal to 24 times the monthly benefit annuity. Lifetime benefit is reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 4%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: $7,786,865 **Employer:** $94,205,597

MEMBERSHIP

Active	Inactive
32,568	11,538

MAPLEWOOD POLICE & FIRE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$9,016,228	96%
Actuarial Value of Assets:	$8,624,198	92%
Actuarial Accrued Liability:	$9,354,974	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/20 55/10 but less than 20	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 4%

CONTRIBUTIONS

Employee: $125,744 **Employer:** $255,490

MEMBERSHIP

Active	Inactive
42	22

MEHLVILLE FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$37,082,693	85%
Actuarial Value of Assets:	$38,046,481	88%
Actuarial Accrued Liability:	$43,378,524	

Benefit

Normal Retirement Formula: 2.625% of compensation for each of the first 27 years of service, plus 1% for each additional year
Maximum: 75%

Supplemental Benefit: $500 per month from age 58 until SS eligible

Normal Retirement Benefits (Age / Service)	Social Security Coverage
58 / 5	Yes

Cost of Living Adjustment

Determined by board of trustees

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $1,732,453

Membership

Active	Inactive
130	54

METRO ST. LOUIS SEWER DISTRICT EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$149,053,173	89%
Actuarial Value of Assets:	$142,985,980	85%
Actuarial Accrued Liability:	$168,237,055	

Benefit

Normal Retirement Formula: 1.7% of compensation times years of credited service, plus .40% of compensation above covered earnings times years of service, Maximum: 35 Years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

Cost of Living Adjustment

Annual Amount Minimum: 3%

'Cap' Total Maximum: 45%

Actuarial Assumptions

Interest Rate: 7.5%

Salary: 5.5%

Contributions

Employee: Non-Contributory

Employer: $6,797,077

Membership

Active	Inactive
808	680

METRO WEST FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$22,556,408	69%
Actuarial Value of Assets:	$22,539,751	69%
Actuarial Accrued Liability:	$32,689,199	

Benefit

Normal Retirement Formula: 3% of compensation times years of credited service
Maximum: 33 1/3 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $1,433,392

Membership

Active	Inactive
97	32

MID-COUNTY FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$735,253	55%
Actuarial Value of Assets:	$738,785	55%
Actuarial Accrued Liability:	$1,340,837	

Benefit

Normal Retirement Formula: $55 times years of credited service
Maximum: 20 years

Defined Contribution Plan: *See corresponding information in defined contribution section*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7% **Salary:** 5.6%

Contributions

Employee: Non-Contributory **Employer:** $123,000

Membership

Active	Inactive
19	4

MISSOURI STATE EMPLOYEES RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$5,859,486,975	81%
Actuarial Value of Assets:	$6,118,214,495	85%
Actuarial Accrued Liability:	$7,230,010,928	

Benefit

Normal Retirement Formula: **MSEP 2000:** 1.7% of compensation times years of credited service, plus .8% to age 62 (under Rule of 80)

MSEP: 1.6% of compensation times years of credited service; *Uniformed Water Patrol: 1/3 greater plus $90 monthly to age 65, hired prior 1/1/95*

BackDROP Option: Active members working at least 2 years beyond normal retirement eligibility. Maximum BackDROP period is 5 years. Lump sum benefit equal to 90% of the amount for the BackDROP period chosen. This period is not used in the calculation of the lifetime benefit.

Normal Retirement Benefits (Age / Service)
MSEP: 65/4
MSEP 2000: 62/5
Both plans: Rule of 80 – Age 48

Social Security Coverage
Yes

Cost of Living Adjustment

	MSEP	*MSEP 2000*		*MSEP*	*MSEP 2000*
Annual Amount Minimum:	4%		**'CAP' Total Maximum:**	65%	
Annual Amount Maximum:	5%	5%	**Percent of CPI:**	80%	80%

Actuarial Assumptions

Interest Rate: 8.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $164,858,346

Membership

Active	Inactive
55,914	38,553

MODOT & PATROL EMPLOYEES' RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$1,353,436,506	54%
Actuarial Value of Assets:	$1,331,588,207	53%
Actuarial Accrued Liability:	$2,492,918,976	

BENEFIT

Normal Retirement Formula: **MSEP 2000:** 1.7% of compensation times years of credited service, plus .8% to age 62 retiring under Rule of 80

MSEP: 1.6% of compensation times years of credited service; *Uniformed Highway Patrol: 1/3 greater plus $90 monthly to age 65, hired prior 1/1/95*

BackDROP Option: Active members working at least 2 years beyond normal retirement eligibility. Maximum BackDROP period is 5 years. Lump sum benefit equal to 90% of the amount for the BackDROP period chosen. This period is not used in the calculation of the lifetime benefit

Normal Retirement Benefits (Age / Service)

MSEP: 65/4
MSEP 2000: 62 / 5
Both Plans: Rule of 80 – Age 48

Social Security Coverage

Yes

COST OF LIVING ADJUSTMENT

	MSEP	*MSEP 2000*
Annual Amount Minimum:	4%	
Annual Amount Maximum:	5%	5%

	MSEP	*MSEP 2000*
'CAP' Total Maximum:	65%	
Percent of CPI:	80%	80%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8.25%

Salary: 4%

CONTRIBUTIONS

Employee: Non-Contributory

Employer: $86,724,914

MEMBERSHIP

Active	Inactive
9,002	8,016

MONARCH FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,479,058	262%
Actuarial Value of Assets:	$3,479,058	262%
Actuarial Accrued Liability:	$1,328,256	

BENEFIT

Normal Retirement Formula: Voluntary Employee Benefit Association (VEBA)

Benefits offered include: Disability, Death, Severance, Post-Retirement Medical, Catastrophic Medical and Education.

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10, 58/0	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.5% **Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $292,960

MEMBERSHIP

Active	Inactive
111	12

NORTH KANSAS CITY POLICEMEN'S & FIREMEN'S RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$32,296,914	99%
Actuarial Value of Assets:	$32,750,872	100%
Actuarial Accrued Liability:	$32,750,872	

BENEFIT

Normal Retirement Formula: 30 years of service: 60% of compensation
Less than 30 years of service: 2.5% of compensation for first 20 years of service, plus 1% for next 10 years

Deferred Retirement Option Plan (DROP)
Active members eligible for normal retirement or early retirement may elect to participate in the DROP. Member continues to work at least one year beyond eligibility date. Member receives lump sum equal to retirement benefit during DROP period with interest.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 0	Yes

COST OF LIVING ADJUSTMENT

Lesser of the Social Security COLA or 4%

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.5%

Salary: 5%

CONTRIBUTIONS

Employee: $50,586

Employer: $1,247,650

MEMBERSHIP

Active	Inactive
95	55

OLIVETTE SALARIED EMPLOYEES' RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$17,990,130	93%
Actuarial Value of Assets:	$17,999,051	93%
Actuarial Accrued Liability:	$19,375,723	

Benefit

Normal Retirement Formula: 2.1% of compensation times years of credited service
2.0% of compensation times years of credited service (effective 01/01/05)

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 5	Yes

Cost of Living Adjustment

Annual Amount Maximum: 2% **'Cap' Total Maximum:** 25%

Actuarial Assumptions

Interest Rate: 7.25% **Salary:** 5.25%

Contributions

Employee: $138,396 **Employer:** $880,957

Membership

Active	Inactive
66	52

OVERLAND NON-UNIFORM PENSION FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$7,902,520	90%
Actuarial Value of Assets:	$8,123,997	93%
Actuarial Accrued Liability:	$8,739,261	

BENEFIT

Normal Retirement Formula: 2.25% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
58/5, 0/25	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3% **Percent of CPI:** 60%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: $52,695 **Employer:** $354,511

MEMBERSHIP

Active	Inactive
61	45

OVERLAND POLICE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$12,549,249	95%
Actuarial Value of Assets:	$13,167,800	100%
Actuarial Accrued Liability:	$13,167,800	

BENEFIT

Normal Retirement Formula: 2.5% of compensation for first 20 years of service, plus 1.5% for next 10 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/20, 62/18, 65/5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3% **Percent of CPI:** 60%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: $11,219 **Employer:** $285,686

MEMBERSHIP

Active	Inactive
42	29

PATTONVILLE-BRIDGETON FPD
RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$14,963,271	80%
Actuarial Value of Assets:	$14,790,202	79%
Actuarial Accrued Liability:	$18,757,513	

Benefit

Normal Retirement Formula: 50% of compensation with 20 years of service

Supplemental benefit from 55 to 62: 20% of compensation

Normal Retirement Benefits (Age / Service)

Uniformed: 55 / 5
Non-Uniformed: 62 / 5

Social Security Coverage

Yes

Cost of Living Adjustment

Annual Amount Minimum: 1%

Actuarial Assumptions

Interest Rate: 7.75% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $950,000

Membership

Active	Inactive
62	5

POPLAR BLUFF POLICE & FIRE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$8,872,539	100%
Actuarial Value of Assets:	$8,858,258	100%
Actuarial Accrued Liability:	$8,858,258	

BENEFIT

Normal Retirement Formula: 2% of compensation for first 20 years of service, plus 1.5% for each year in excess of 20
Maximum: $1,650 per month

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 5	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $169,200 **Employer:** $158,490

MEMBERSHIP

Active	Inactive
80	33

PROSECUTING ATTORNEYS' & CIRCUIT ATTORNEYS' RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$13,063,227	85%
Actuarial Value of Assets:	$12,718,714	82%
Actuarial Accrued Liability:	$15,449,179	

Benefit

Normal Retirement Formula: 1st Class Counties & City of St. Louis: 50% of Final Average Salary

3rd & 4th Class Counties: 12-20 years: $105 x each 2 year period
20+ years: $130 x each 2 year period

LAGERS Benefit Offset

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62 / 12	Yes

Cost of Living Adjustment

Annual Amount Maximum: 2% **'Cap' Total Maximum:** 60%

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $1,231,292

Membership

Active	Inactive
116	52

PUBLIC EDUCATION EMPLOYEES' RETIREMENT SYSTEM OF MO

Assets / Liability

		Funded Ratio
Assets (Market Value):	$1,888,269,914	85%
Actuarial Value of Assets:	$1,837,307,758	83%
Actuarial Accrued Liability:	$2,221,209,683	

Benefit

Normal Retirement Formula: 1.61% of compensation times years of credited service

Partial Lump Sum Option
Active member whose years of service equal 33 or more years or age 63 with 8 years of service or whose age and service equal 86. Maximum period is 3 years. Lump sum benefit of 12, 24, or 36 months under option 1. Lifetime Benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5, 55/25, 0/30	Yes

Cost of Living Adjustment

Annual Amount Maximum: 5%

'Cap' Total Maximum: 80%
Percent of CPI: 100%

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5%

Contributions

Employee: $50,625,153 **Employer:** $49,976,898

Membership

Active	Inactive
45,880	34,282

PUBLIC SCHOOL RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$22,150,379,905	84%
Actuarial Value of Assets:	$21,501,572,000	82%
Actuarial Accrued Liability:	$26,225,259,260	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service

Partial Lump Sum Option
Active member whose years of service equal 33 or more years or age 63 with 8 years of service or age and service equal to 86. Maximum period is 3 years. Lump sum benefit of 12, 24, or 36 months under option 1. Lifetime Benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5, 0/30, Rule of 80	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 5%

'Cap' Total Maximum: 80%
Percent of CPI: 100%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 5%

CONTRIBUTIONS

Employee: $405,614,103

Employer: $359,762,556

MEMBERSHIP

Active	Inactive
73,797	45,904

RAYTOWN POLICEMEN'S RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$6,718,989	78%
Actuarial Value of Assets:	$6,718,989	78%
Actuarial Accrued Liability:	$8,615,959	

BENEFIT

Normal Retirement Formula: 2.5% of compensation for first 20 years of service, plus 1% for next 10 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 20	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $251,835

MEMBERSHIP

Active	Inactive
41	20

RICHMOND HEIGHTS POLICE & FIRE RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$20,191,000	93%
Actuarial Value of Assets:	$22,554,784	103%
Actuarial Accrued Liability:	$21,799,589	

BENEFIT

Normal Retirement Formula: 60% of compensation offset by 50% of primary SS
Retiring after May 8, 2003: No offset

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 or 30	Yes

COST OF LIVING ADJUSTMENT

Based on increase in base pay of actives until age 65

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5%

CONTRIBUTIONS

Employee: $101,671 **Employer:** $832,864

MEMBERSHIP

Active	Inactive
65	31

ROCK COMMUNITY FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$4,121,306	67%
Actuarial Value of Assets:	$4,126,000	67%
Actuarial Accrued Liability:	$6,137,884	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Supplemental Benefit: $500 monthly to Medicare eligibility

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5, 55/30	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $496,977

Membership

Active	Inactive
50	9

ROCK HILL POLICE & FIREMEN'S PENSION PLAN

Officials with the Rock Hill Police & Firemen's Pension Plan
failed to provide the statutorily required reports
for plan year 2004.

SEDALIA FIREMEN'S RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$5,145,526	73%
Actuarial Value of Assets:	$5,145,526	73%
Actuarial Accrued Liability:	$7,057,049	

BENEFIT

Normal Retirement Formula: 50% of Indexed Earnings Base
2004 Indexed Earning Base: $38,210 increasing 3% annually

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 22	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 3%

CONTRIBUTIONS

Employee: $71,643 **Employer:** $226,953

MEMBERSHIP

Active	Inactive
40	30

SEDALIA POLICE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,934,206	67%
Actuarial Value of Assets:	$3,932,507	67%
Actuarial Accrued Liability:	$5,882,915	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
52 / 0	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $7,642 **Employer:** $213,842

MEMBERSHIP

Active	Inactive
42	31

SHERIFF'S RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$24,387,957	100%
Actuarial Value of Assets:	$24,274,470	100%
Actuarial Accrued Liability:	$24,274,470	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/12, 62/8	Yes

Cost of Living Adjustment

Annual Amount Maximum: 5%

Percent of CPI: 100%

Actuarial Assumptions

Interest Rate: 8%

Salary: 4%

Contributions

Employee: Non-Contributory

Employer: $1,746,297

Membership

Active	Inactive
114	133

SPRINGFIELD POLICE & FIRE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$124,302,706	52%
Actuarial Value of Assets:	$130,419,433	55%
Actuarial Accrued Liability:	$238,755,058	

BENEFIT

Normal Retirement Formula: 2.8% of compensation times years of credited service
Maximum: 70%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
50/20, 60/0, 0/25	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4.25%

CONTRIBUTIONS

Employee: $2,631,550 **Employer:** $5,891,663

MEMBERSHIP

Active	Inactive
567	475

ST. JOSEPH POLICEMEN'S PENSION FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$16,606,666	57%
Actuarial Value of Assets:	$16,525,149	57%
Actuarial Accrued Liability:	$28,892,605	

BENEFIT

Normal Retirement Formula: 40% of compensation for first 20 years of service, plus 2% for next 15 years
Maximum: 70%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0 / 20	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 4%

Percent of CPI: 50%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%

Salary: 4%

CONTRIBUTIONS

Employee: $192,365

Employer: $1,641,927

MEMBERSHIP

Active	Inactive
115	85

ST. LOUIS COUNTY EMPLOYEES RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$377,197,079	79%
Actuarial Value of Assets:	$365,375,958	76%
Actuarial Accrued Liability:	$478,976,383	

BENEFIT

Normal Retirement Formula: **General Employees**: 1.5% of compensation times years of credited service, plus $15 per month times years of service

Uniformed Employees: 1.6% of compensation times years of credited service, plus $5 per month times years of service for life
Supplemental Uniformed Benefit: $30 per month times years of service to age 65

Normal Retirement Benefits (Age / Service)

General Employees: 65 / 3
Uniformed Employees: 60/10
Rule of 80 (applies to both): 65/3

Social Security Coverage

Yes

COST OF LIVING ADJUSTMENT

Ad Hoc COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $29,165,868

MEMBERSHIP

Active	Inactive
3,776	2,973

ST. LOUIS COUNTY LIBRARY DISTRICT EMPLOYEES' PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$27,639,691	104%
Actuarial Value of Assets:	$26,527,340	100%
Actuarial Accrued Liability:	$26,527,340	

Benefit

Normal Retirement Formula: 1.6% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4.5%

Contributions

Employee: Non-Contributory **Employer:** $596,500

Membership

Active	Inactive
370	257

ST. LOUIS EMPLOYEES RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$474,100,257	79%
Actuarial Value of Assets:	$431,853,406	72%
Actuarial Accrued Liability:	$602,795,470	

BENEFIT

Normal Retirement Formula: 1.3% of compensation below $41,172 annually,
plus 2.05% of compensation above it times years of credited service
Rule of 85: 1.3% of comp below $41,172,
plus .75% above it times years of credited service

Deferred Retirement Option Plan (DROP)
Active members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 5 years. DROP benefit equals retirement annuity, plus interest. DROP service is not included as credited service.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5, Rule of 85	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 5% **'Cap' Total Maximum:** 25%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 3%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $15,335,750

MEMBERSHIP

Active	Inactive
5,770	6,066

ST. LOUIS FIREMEN'S RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$390,204,929	95%
Actuarial Value of Assets:	$369,893,135	91%
Actuarial Accrued Liability:	$408,660,044	

BENEFIT

Normal Retirement Formula: 40% of compensation for first 20 years of service,
plus 2% for next 5 years
plus 5% for each year over 25
Maximum: 30 Years

Deferred Retirement Option Plan (DROP)
Active members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 5 years. DROP benefit equals retirement annuity, plus interest. DROP service is not included as credited service.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0 / 20	No

COST OF LIVING ADJUSTMENT

Annual Amount Minimum: 1.5%
Annual Amount Maximum: 5%

'Cap' Total Maximum: 25%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.625%

Salary: 4.5%

CONTRIBUTIONS

Employee: $2,873,886

Employer: $2,055,201

MEMBERSHIP

Active	Inactive
663	1,082

ST. LOUIS POLICE RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$656,975,232	81%
Actuarial Value of Assets:	$678,542,632	84%
Actuarial Accrued Liability:	$806,287,529	

Benefit

Normal Retirement Formula: 2% of compensation for first 25 years of service,
plus 4% for next 5 years
plus 5% for each year over 30

Deferred Retirement Option Plan (DROP)
Active members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 5 years. DROP benefit equals retirement annuity, plus interest. DROP service is not included as credited service.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 20	No

Cost of Living Adjustment

Annual Amount Maximum: 3% **'Cap' Total Maximum:** 30%

Actuarial Assumptions

Interest Rate: 7.75% **Salary:** 5%

Contributions

Employee: $4,173,705 **Employer:** $4,046,613

Membership

Active	Inactive
1,229	1,933

ST. LOUIS PUBLIC SCHOOL RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$1,060,577,177	98%
Actuarial Value of Assets:	$935,328,638	86%
Actuarial Accrued Liability:	$1,084,409,305	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Deferred Retirement Option Plan (DROP)
Between 07/01/01 and 6/30/05, members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 4 years. Upon participation, the member's benefit is frozen and credited to DROP account.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5, Rule of 85	Yes

COST OF LIVING ADJUSTMENT

When authorized by the board of trustees and the board of education

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $10,825,664 **Employer:** $26,406,806

MEMBERSHIP

Active	Inactive
5,549	4,154

TOWN & COUNTRY MUNICIPAL EMPLOYEES PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$4,599,386	108%
Actuarial Value of Assets:	$4,314,721	102%
Actuarial Accrued Liability:	$4,248,624	

BENEFIT

Normal Retirement Formula: 1.25% of compensation times years of credited service to 1/1/96, plus 1.5% of compensation times years of credited service after 1/1/96

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60 / 5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $302,500

MEMBERSHIP

Active	Inactive
58	15

UNIVERSITY CITY NON-UNIFORMED RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$13,417,509	94%
Actuarial Value of Assets:	$14,611,908	102%
Actuarial Accrued Liability:	$14,259,596	

BENEFIT

Normal Retirement Formula: 1.40% of compensation times years of credited service, plus .50% above break point amount times years of service
2004 break point amount: $34,000
Maximum: 35 years

Normal Retirement Benefits (Age / Service)

62/30, Age 65

Social Security Coverage

Yes

COST OF LIVING ADJUSTMENT

Ad Hoc COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7%

Salary: 4%

CONTRIBUTIONS

Employee: $141,429

Employer: $0

MEMBERSHIP

Active	Inactive
172	60

UNIVERSITY CITY POLICE & FIRE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$27,033,090	105%
Actuarial Value of Assets:	$30,959,774	120%
Actuarial Accrued Liability:	$25,847,033	

BENEFIT

Normal Retirement Formula: 25 years of service: 65% of compensation, plus 1% for next 5 years, less member offset
Offset is frozen upon 30 years of service

20 years of service: 40% of compensation, plus 4% for each year over age 50
Maximum: 60% of compensation

Defined Contribution Offset

Normal Retirement Benefits (Age / Service)	Social Security Coverage
50 / 25	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 4%

CONTRIBUTIONS

Employee: $3,045 **Employer:** $0

MEMBERSHIP

Active	Inactive
127	84

UNIVERSITY OF MO RETIREMENT, DISABILITY & DEATH BENEFIT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$2,081,525,000	97%
Actuarial Value of Assets:	$2,075,032,000	97%
Actuarial Accrued Liability:	$2,144,737,680	

Benefit

Normal Retirement Formula: 2.2% of compensation times years of credited service

Partial Lump Sum Option

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65 / 5	Yes

Cost of Living Adjustment

Periodic determined by board of trustees

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $48,521,000

Membership

Active	Inactive
16,493	9,163

VALLEY PARK FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$2,174,828	119%
Actuarial Value of Assets:	$1,817,469	99%
Actuarial Accrued Liability:	$1,832,981	

BENEFIT

Normal Retirement Formula: 1.75% of compensation times years of credited service
Maximum: 30 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 0	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $194,178

MEMBERSHIP

Active	Inactive
23	5

DEFINED CONTRIBUTION PLANS

Plan	Membership	Fund Total	Contributions	
BALLWIN POLICE PENSION PLAN	45	$3,618,273	**Employer:**	$204,011
			Employee:	$0
BATES COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	209	$5,474,683	**Employer:**	$652,947
			Employee:	$0
CEDAR HILL FPD MONEY PURCHASE PLAN	15	$645,362	**Employer:**	$51,015
			Employee:	$16,945
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
CENTRAL COUNTY FIRE & RESCUE PENSION PLAN	77	$6,835,475	**Employer:**	$412,417
			Employee:	$0
CHESTERFIELD RETIREMENT PLAN	171	$5,757,716	**Employer:**	$655,286
			Employee:	$0
COMMUNITY FPD RETIREMENT PLAN	57	$8,467,641	**Employer:**	$571,000
			Employee:	$0
COOPER COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	111	$1,770,860	**Employer:**	$160,992
			Employee:	$0
COTTLEVILLE COMMUNITY FPD RETIREMENT PLAN	47	$3,602,688	**Employer:**	$525,610
			Employee:	$0
CREVE COEUR EMPLOYEES RETIREMENT PLAN	70	$227,732	**Employer:**	$71,863
			Employee:	$0
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				

Plan	Membership	Fund Total	Contributions	
CREVE COEUR FPD RETIREMENT PLAN	58	$15,913,751	**Employer:**	$1,017,180
			Employee:	$0
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
DES PERES RETIREMENT PLAN	136	$5,680,984	**Employer:**	$383,630
			Employee:	$0
DOUGLAS COUNTY HEALTH DEPT RETIREMENT PLAN	13	$0	**Employer:**	$0
			Employee:	$0
FLORISSANT EMPLOYEES PENSION PLAN	57	$9,475,043	**Employer:**	$1,036,513
			Employee:	$206,589
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
JACKSON COUNTY PUBLIC WATER SUPPLY DIST 2	9	$980,122	**Employer:**	$32,181
			Employee:	$33,117
JEFFERSON COUNTY CONSOLIDATED WATER DIST C-1	27	$1,443,449	**Employer:**	$81,879
			Employee:	$0
JEFFERSON COUNTY PUBLIC WATER SUPPLY DIST 3	10	$363,277	**Employer:**	$26,000
			Employee:	$0
KIRKWOOD CIVILIAN EMPLOYEES PENSION PLAN	190	$10,994,857	**Employer:**	$396,443
			Employee:	$0
KIRKWOOD POLICE & FIRE PENSION PLAN	95	$23,374,400	**Employer:**	$812,332
			Employee:	$348,458

Plan	Membership	Fund Total	Contributions	
LAKE ST. LOUIS FPD PROFIT SHARING PLAN	7	$293,252	**Employer:**	$52,422
			Employee:	$0
LEMAY FPD RETIREMENT PLAN	22	$1,553,420	**Employer:**	$149,240
			Employee:	$0
LIBERTY HOSPITAL RETIREMENT INCOME PLAN	1,102	$47,396,079	**Employer:**	$2,983,143
			Employee:	$2,398,425
LINCOLN COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	201	$3,589,468	**Employer:**	$253,432
			Employee:	$0
MARYLAND HEIGHTS FPD RETIREMENT PLAN	52	$12,733,445	**Employer:**	$777,621
			Employee:	$0
MARYLAND HEIGHTS PENSION PLAN	185	$8,736,115	**Employer:**	$314,482
			Employee:	$22,148
METRO NORTH FPD RETIREMENT PLAN	13	$3,606,751	**Employer:**	$190,000
			Employee:	$0
MID-COUNTY FPD RETIREMENT PLAN	27	$316,863	**Employer:**	$0
			Employee:	$23,769
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
MONARCH FPD RETIREMENT PLAN	114	$19,811,718	**Employer:**	$1,220,000
			Employee:	$0
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				

Plan	Membership	Fund Total	Contributions	
NORMANDY FPD RETIREMENT PLAN	28	$2,378,930	**Employer:**	$161,348
			Employee:	$0
O'FALLON FPD RETIREMENT PLAN	62	$2,032,905	**Employer:**	$364,175
			Employee:	$0
PACIFIC FPD RETIREMENT PLAN	14	$175,487	**Employer:**	$25,360
			Employee:	$0
PHELPS COUNTY REGIONAL MEDICAL CENTER PENSION PLAN	648	$33,701,049	**Employer:**	$1,484,761
			Employee:	$1,859,129
PIKE COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	97	$2,060,855	**Employer:**	$88,516
			Employee:	$66,669
RIVERVIEW FPD RETIREMENT PLAN	23	$2,924,449	**Employer:**	$357,298
			Employee:	$0
ROBERTSON FPD RETIREMENT PLAN	38	$6,726,311	**Employer:**	$413,768
			Employee:	$0
SAMARITAN MEMORIAL HOSPITAL PENSION PLAN	109	$1,715,262	**Employer:**	$384,119
			Employee:	$0
SPANISH LAKE FPD RETIREMENT PLAN	24	$5,054,811	**Employer:**	$227,758
			Employee:	$0

Plan	Membership	Fund Total	Contributions	
WEBSTER GROVES NON-UNIFORMED EMPLOYEES PENSION PLAN	81	$4,186,524	**Employer:**	$130,072
			Employee:	$208,720
WEBSTER GROVES POLICE & FIRE RET FUND	82	$14,036,249	**Employer:**	$407,871
			Employee:	$269,589
WEST COUNTY EMS & FPD RETIREMENT PLAN	64	$12,128,730	**Employer:**	$759,769
			Employee:	$0
WEST OVERLAND FPD RETIREMENT PLAN	20	$5,775,575	**Employer:**	$301,528
			Employee:	$0